

Example 1

An eligible employee requires 8 weeks of family care leave to care for their domestic partner who is recovering from a surgery.

Leave Laws	Family Care Leave											
	CO FCA											
	CO FAMLI											
State Income Replacement Benefits	CO FAMLI											
Week	1	2	3	4	5	6	7	8	9	10	11	12

In this example, the employee has 4 weeks of CO FCA and CO FAMLI leave remaining to use in a 12-month period. CO FCA does not run concurrently with federal FMLA (FMLA does not allow leave for domestic or civil partnerships).

CO FAMLI could run concurrently with CO FCA in some cases. CO FAMLI allows leave/pay to care for those with a significant "family-like" bond. Thus, this could include domestic and civil partnerships (which are covered under CO FCA).

Example 2

An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 6 weeks of parental leave.

Leave Laws	Pregnancy Disability						Parental (Bonding) Leave					
	CO FAMLI											
	Federal FMLA											
State Income Replacement Benefits	CO FAMLI											
Week	1	2	3	4	5	6	7	8	9	10	11	12

CO FAMLI will run concurrently with federal FMLA where an employee is eligible for each law. As of the 12th week of their leave, the employee has used all their parental leave allowed under both FMLA and CO FAMLI in a 12-month period.

Example 3

An eligible non-birthing parent is requesting 12 weeks of parental leave to bond with their newborn.

Leave Laws	Parental (Bonding) Leave											
	CO FAMLI											
	Federal FMLA											
State Income Replacement Benefits	CO FAMLI											
Week	1	2	3	4	5	6	7	8	9	10	11	12

CO FAMLI will run concurrently with federal FMLA where an employee is eligible for each law. As of the 12th week of their leave, the employee has used all their parental leave allowed under both FMLA and CO FAMLI in a 12-month period.

Example 4

An eligible employee requires 8 weeks of medical leave to recover from their surgery.

Leave Laws	Medical Leave											
	CO FAMLI											
	Federal FMLA											
State Income Replacement Benefits	CO FAMLI											
Week	1	2	3	4	5	6	7	8	9	10	11	12

CO FAMLI will run concurrently with federal FMLA where an employee is eligible for each law. In this example, the employee has 4 weeks of FMLA/CO FAMLI remaining to use in a 12-month period.

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