


<div>  <div>Colorado - Leave Types, Benefit Amounts and Durations</div> </div>										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Colorado Family Care Act (CO FCA)	Leave Laws - CO FCA will not run concurrently with federal FMLA.	Leave	50 or more employees (US) in a 75-mile radius	12 months of employment with current employer, 1,250 hours worked in the 12 months preceding the leave	Yes	Yes	12 weeks Family care	N/A	N/A	Domestic and Civil Union Partner
	Pay Laws - CO FCA will run concurrently with FAMLI (when caring for a domestic partner)									
Colorado Family and Medical Leave Insurance Act (CO FAMLI)	Leave Laws - CO FAMLI will run concurrently with FMLA Pay Laws - N/A	Leave and Pay	1 employee (CO)	\$2,500 earned the first four of the last five completed calendar quarters with any CO employer(s) immediately preceding the first day of the employee's benefit year. Most, if not all, work performed must be in the state of CO. Job protected leave - 180 days of employment with current employer.	Yes - see "Employee Eligibility"	Yes	12 weeks (Additional 4 weeks if an employee experiences pregnancy complications) Parental, family care, medical(including pregnancy disability), military exigency, and safe leave. 12 weeks Neonatal care leave (Effective 01/01/26)	Approximately 90% of average weekly wage, up to \$1,324.21 (Prior to 07/01/2025) For claims beginning 07/01/25: The maximum benefit amount is up to \$1,381.45 per week.	N/A	Grandparent, grandchild or sibling (whether a biological, foster, adoptive or step relationship) of the individual or individual's spouse or domestic partner; or any other individual with whom the covered individual has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship.

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