

# Colorado Paid Family & Medical Leave

NantWorks, LLC

January 1, 2024



# Colorado Paid Family & Medical Leave

## Colorado Insured Paid Family and Medical Leave (CO PFML)

The policy (in adherence with CO PFML regulations):

### Applicable leave reasons include:

- **Family Leave:**
  - Bond with a child within the first twelve months following birth, adoption or foster placement
  - Care for a covered family member with a serious health condition
  - Assist a family member called to active duty
- **Medical Leave:**
  - Employee's own serious health condition
- **Safe Leave:**
  - Address the immediate health, safety and legal needs of employees or their covered family members who are the victim of domestic violence, stalking, or sexual assault or abuse.

### Benefit Duration:

- Family and Medical Leave: Up to 12 weeks
- An additional 4 weeks is available for a serious health condition related to pregnancy complications or childbirth complications

Wait Period: There is no waiting period for benefits to begin.

Maximum Weekly Benefit: Calculated in accordance with CO PFML law.

# Colorado Paid Family & Medical Leave

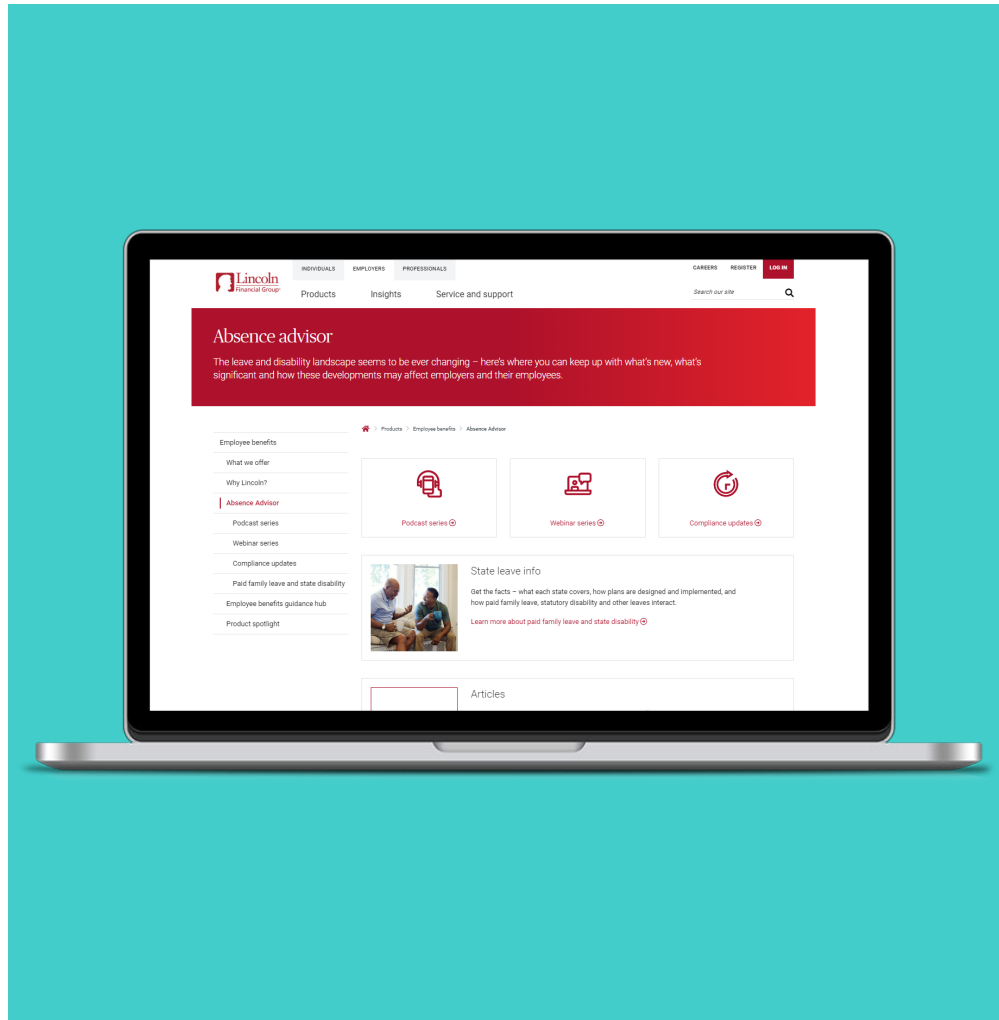
## Our Standard service will provide:

- Integrated intake with applicable leave and disability programs also administered by Lincoln
- Determination of employee eligibility and leave entitlement using customer provided electronic eligibility file or other mechanisms as agreed upon by both parties
- Review of medical certification and/or other applicable documentation provided by an employee or employer
- Determine if submitted claims meet the requirements for CO PFML benefits based on documentation received
- Calculate benefit amounts based on data from the eligibility file, information provided by the employer and applicable elements of the policy (**Starting January 1, 2024**)
- Benefit payments will be issued by Lincoln National Life Insurance Company by check
- We will administer the policy in alignment with state regulations including taxability of benefits, once determined
- Correspondence throughout the course of the claim with both the employee and the employer
  - CO PFML correspondence delivered to the employee via U.S. Mail or email
  - Customer communications delivered to employer contacts via email
- Coordination of CO PFML with short-term disability and state and federal leave laws when these products and services are administered by Lincoln
- We will support the employer in meeting their requirements to the state for compliance reporting, as applicable (starting in 2024)
- We will provide ongoing employer resource material and policy administration information

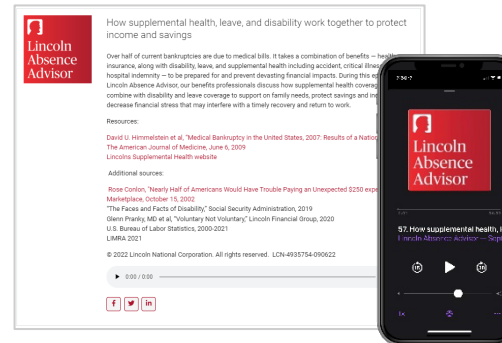
Lincoln Claims Process Video Link: [Paid Family and Medical Leave \(PFML\) Claims Process \(brightcove.net\)](https://brightcove.net/Paid-Family-and-Medical-Leave-PFML-Claims-Process)

# Stay informed through Lincoln Absence Advisor

Learn more about the latest developments in leave and disability, all in one hub



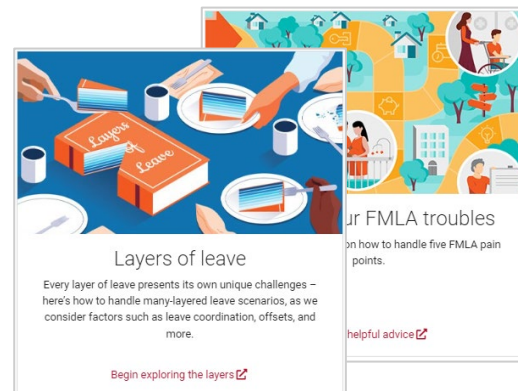
## Podcast series



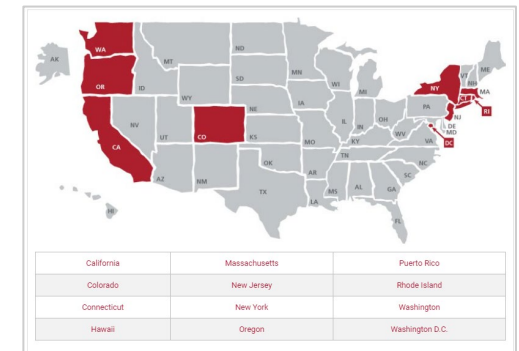
## Monthly report series



## Webinar series



## Statutory and paid family leave FAQs and resources





# Leave: The latest developments

## Oregon Paid Family and Medical Leave:

- January 1, 2023 – contributions began
- September 3, 2023 – benefits become payable

## Colorado Paid Family and Medical Leave:

- January 1, 2023 – contributions began
- January 1, 2024 – benefits become payable

## Newly-announced state programs:

- Maryland Paid Family and Medical Leave will go live January 1, 2025
- Delaware Paid Family and Medical Leave will go live January 1, 2026

## Unique programs:

- New Hampshire launched a voluntary program on January 1, 2023 called the Granite State Paid Family Leave Plan
- Vermont has a three-phased launch for PFML starting July 1, 2023



Download our  
[2023 statutory and paid leave guide](#) for  
program overviews, including benefit and  
contribution rate updates for 2023.



[See more leave updates](#)



Thank you

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