



Colorado Families First

PAID FAMILY & MEDICAL LEAVE INITIATIVE

FOR HEALTHY FAMILIES AND STRONG SMALL BUSINESSES

WHAT'S AT STAKE

Only one in five Colorado workers has access to paid family and medical leave, and those who need it most are least likely to have it.

Without this initiative millions of Coloradans can't take time to overcome a life-threatening illness, care for loved ones in an emergency or bond with their new child.

We can protect our state from the spread of serious illness and deliver the solution our families, communities and businesses need.

A PRO-FAMILY, PRO-BUSINESS SOLUTION FOR COLORADO

Our initiative creates a low-cost public insurance program funded by employer and employee contributions—providing more than 2.6 million Coloradans up to 12 weeks of paid leave per year.

This will help small businesses offer a benefit most could never currently afford. Colorado's small businesses won't have to pay the premium, but their employees still benefit.



Colorado would join eight states in implementing this policy – including New Jersey, Oregon, Washington, and Connecticut (in addition to much of the industrialized world) where:

- costs have been lower than expected
- employers have seen increased retention and morale
- workers have been able to care for their loved ones without risking their jobs
- all programs have been financially stable



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12 weeks for paid leave, taking care of a family member with a serious health condition, birth, adoption (plus 4 additional weeks for qualifying childbirth or pregnancy complications) preparing for military deployment or safe leave



Employers and employees each pay a portion of the low-cost premium, equivalent to **0.45%** of an employee's wage. Employers can choose to pay up to 100%

Small businesses with fewer than 10 employees are exempt from paying employer premiums, but their employees are still eligible for benefits



Workers are eligible for leave after earning **\$2,500** in wages and their jobs are protected after 180 days of employment



Employers who already offer benefits may **keep their private plans** if they meet minimum requirements

Premiums begin once the economy has had time to recover, in **January 2023**



Low-income workers **receive 90%** of their pay during time off. The maximum weekly benefit is \$1,100



Colorado Families First is a broad coalition of Colorado parents, small business owners, and community organizations.