



It's TIME...Vote YES on SB 19-188!

Family and Medical Leave Insurance for All Coloradans

Colorado is a family-friendly state and providing the workers of Colorado with family and medical leave insurance will encourage economic growth, promote a healthy business climate, and prioritize care-giving; The FAMLI Act provides a necessary safety net for all Colorado workers, as paid family and medical leave allows workers to remain in the workforce, stay safe, seek necessary medical treatment, and provide care to loved ones at critical times.

How it Works

- ☆ The FAMLI Act sets up a state insurance program that establishes a pool of money, administered by CDLE, so employees can take the time they need to live up to their family responsibilities in caring for a sick child or parent and still be able to make ends meet
- ☆ The program is funded through shared employee and employer contributions, with the smallest employers receiving a premium discount
- ☆ Leave can be used for a worker's own serious illness, safe time, bonding, care for blood, legal or chosen family members
- ☆ Workers are eligible after 680 hours of in-state employment
- ☆ About 70% of all Colorado workers would receive at least 70% wage replacement. 38%, would receive 90% wage replacement,
- ☆ Workers are entitled to 12 weeks medical or family, 14 weeks total combined medical & family in complex situations, with an additional 2 weeks for complicated pregnancies only
- ☆ Job protection after 3 months of employment, meaning employees will be guaranteed their same or equivalent job back when returning from leave and will be protected from discrimination or retaliation from their employer
- ☆ First step administrative process through CDLE in cases of retaliation or discrimination

FAMLI is good for Working Families and the Economy

- ☆ 68% of likely 2020 Colorado voters support a paid family and medical leave insurance program specific to Colorado
- ☆ Working families in the U.S. lose \$20.6 billion in wages annually due to a lack of access to paid family & medical leave.
- ☆ Studies show that 7% of people who filed for bankruptcy cited the birth of a child as the cause. A significant number of bankruptcies also happen after a worker misses two or more weeks of work due to illness.
- ☆ Women are more likely to stay in the workforce and report increased wages if they take paid leave after a child's birth.
- ☆ The population of people aged 65 and above is expected to increase by 61% by 2030, and more than one-third of those older adults will need some form of long-term care. Enabling families to care for aging parents and allowing seniors to age in their homes instead of state facilities, saves the state money.

FAMLI is Business-Friendly

- ☆ Employers will not pay an employee's salary during leave and can use savings for profit, to hire replacement workers, to expand the length of paid leave or supplement worker wages.
- ☆ Employers will benefit from higher productivity and worker retention/loyalty.
- ☆ Small businesses will be able to better compete with larger companies since paid family leave will be universally available.
- ☆ Seven out of 10 Colorado small businesses support FAMLI in a Feb. 2019 poll
- ☆ 77% agreed they would want to provide it as part of the benefits they offer, cutting across party lines with 78 percent of Republicans, 76 percent of Independents and 75 of Democrats agreeing.
- ☆ 70% reported that having an employee take off two weeks or more has had a positive or no effect on their business.

For research reference and more information, visit www.cofamli.org
or contact Judith Marquez, 9to5 Colorado, at 303-628-0925 judith@9to5.org
Meghan Raynes, Siegel Public Affairs, at 303-998-1716 meghan@siegelpa.com

Additional Benefits of SB 19-188

FAMLI is Good for the Health of Coloradans

- ☆ Nearly 1 in 4 new mothers return to work within 2 weeks because they cannot afford to go without pay
- ☆ Women with paid family leave are much more successful in breastfeeding which has numerous benefits for both the mother and the baby
- ☆ 12 weeks of paid leave increases childhood checkups & immunizations and has a positive impact on birth weight and infant mortality. Additionally, sick children recover faster when cared for by a parent
- ☆ When cared for by family members, patients in the hospital recover from illness and injury faster, leading to shorter hospital stays, improved health outcomes, and decreased health costs
- ☆ Nearly 3 out of 4 workers in the U.S. will spend at least part of their adult lives living with a disability, yet only 37% of the workforce is covered by private temporary disability insurance policies
- ☆ Unpaid caregivers enable 2/3rds of older adults to remain in their homes and communities which improves their mental and physical health and saves the state money

FAMLI Provides A Generous Wage Replacement

The weekly wage replacement through the program would be based on a worker's income earned in a certain "look back" period. For earnings at or below 50% of the statewide average weekly wage (2017=\$1133 per week), the plan would replace 90%. For all earnings above 50% of the statewide average weekly wage, the program will replace 50%, up to a maximum weekly benefit amount of \$1000 (first year). All workers receive 90% wage replacement for their first \$566 in wages.

| Hourly Rate | Annual Full Time Salary | Weekly Wage Replacement | Wage Replacement % |
|--------------------|-------------------------|-------------------------|--------------------|
| \$11.10 (min wage) | \$23,088 | \$400 | 90% |
| \$14 | \$29,120 | \$504 | 90% |
| \$20 | \$41,600 | \$627 | 78% |
| \$30 | \$62,400 | \$827 | 69% |
| \$40 | \$83,200 | \$1000 | 63% |

About 70% of all Colorado workers would receive at least 70% wage replacement. More than 1/3 of all Colorado workers, 38%, would receive 90% wage replacement, ensuring that no Colorado worker need fear not being able to make ends meet if they need to take time off to deal with a serious illness or to provide care for a loved one.



*"When my daughter needed surgery and my elderly father needed immediate medical attention at the same time, times were tough. The Family and Medical Leave Act gave me the time off to take care of them, **but without paid time off, I had to choose between paying rent and caring for my family.**"*

– Shelby Ramirez Martinez, 9to5 CO member

For research reference and more information, visit www.cofamli.org
or contact Judith Marquez, 9to5 Colorado, at 303-628-0925 judith@9to5.org
Meghan Raynes, Siegel Public Affairs, at 303-998-1716 meghan@siegelpa.com