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Client Alert

Colorado FAMLI Program: Registration Required for Employers

WHAT'S NEW: All employers with at least one employee in Colorado will be required to register with the Colorado Department of Labor and Employment (CDOLE) to create an account for the Family and Medical Leave Insurance Program (FAMLI).

Employers with nine or fewer employees must register by April 30, 2025. Employers with ten or more employees must register by July 31, 2025. **Engage will register your company with the CDOLE in compliance with the new registration requirement, so no action will initially be required by our clients.**

WHAT IT MEANS: FAMLI is a state-sponsored paid leave program that provides wage replacement benefits to eligible employees taking leave for qualified reasons, funded through payroll contributions. Employers partnering with a PEO were previously reporting and making contributions to the FAMLI program under the PEO partner. The CDOLE is now requiring each company with at least one employee in Colorado to register with the CDOLE separately to enable the state to track contributions on an individual employer basis.

The CDOLE has confirmed that PEOs, acting as Third-Party Administrators (TPAs), may register employers on their behalf.

Your Account Manager/HR Business Partner will reach out to you to confirm that your registration has been completed.

Following the initial registration, employers may be required to log into their account on an annual basis and update their employee count. The CDOLE, however, is considering proposals to allow TPAs to complete the annual employee count update. Engage will provide an update in advance of any annual reporting requirements.

More information is available here: https://famli.colorado.gov/employers

Please contact your Account Manager/HR Business Partner if you have any questions.