Differences between FAMLI and FMLA

State Requirements

Colorado law approved by voters in 2020

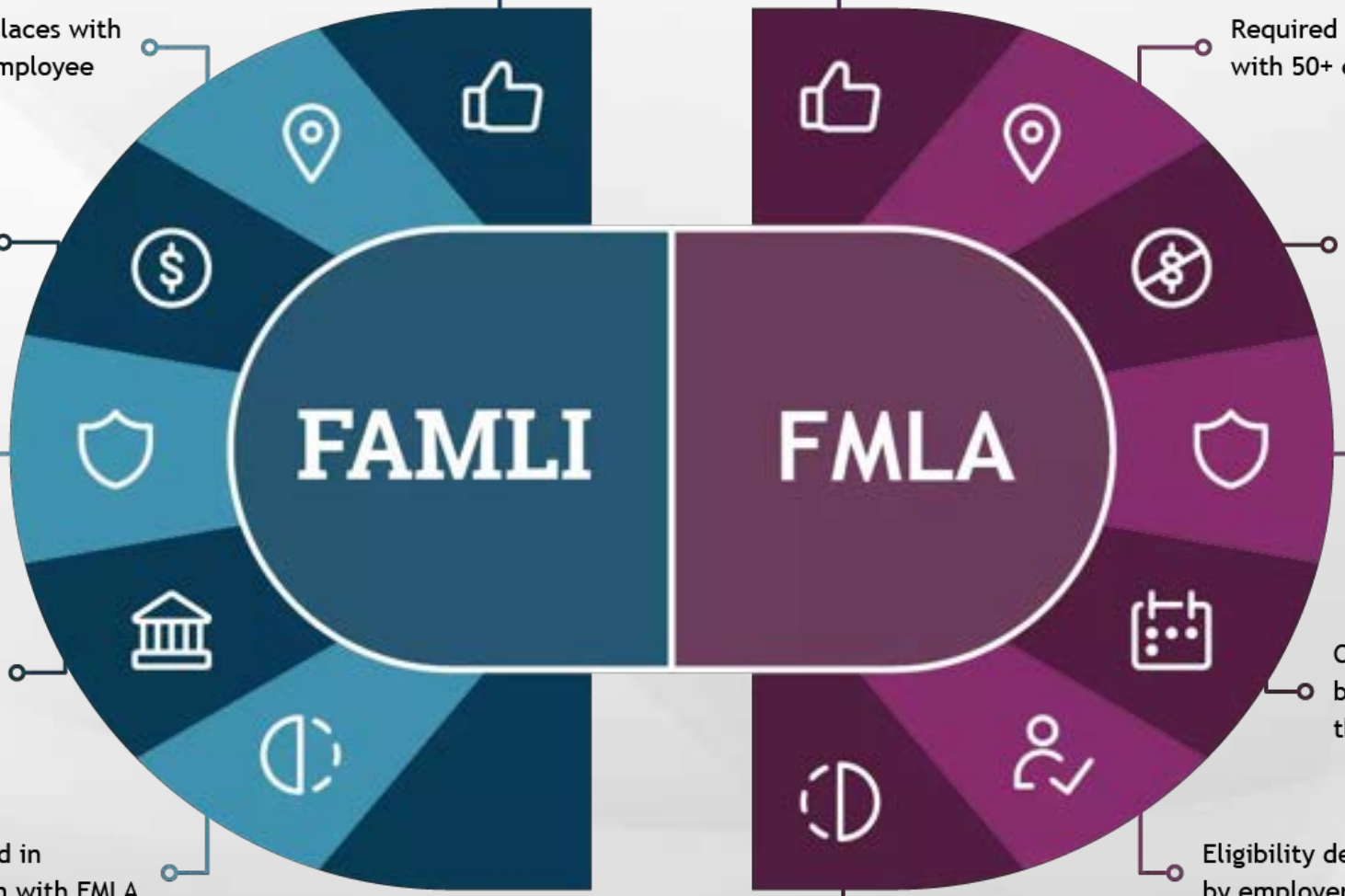
Required at most workplaces with at least one Colorado employee

Includes partial wage replacement based on prior year's wages

Includes job protection after 180 days

Eligibility determined by CO FAMLI Division

Can be used in conjunction with FMLA



Federal Requirements

Federal law approved by Congress in 1993

Required at most workplaces with 50+ employees

No wage replacement

Includes job protection

Coverage may vary based on hours worked the previous year

Eligibility determined by employers

Can be used in conjunction with FAMLI