

Under Colorado's **Family and Medical Leave Insurance (FAMLI)** program, employees may be eligible for paid leave benefits administered by the Colorado Department of Labor and Employment (CDLE). This notice explains your rights and how to file a claim.

YOUR FAMLI RIGHTS

Eligible employees may receive:

- Up to **12 weeks** of paid leave per benefit year (January 1 – December 31) for qualifying reasons.
- Up to **16 weeks** of paid leave if complications arise from pregnancy or childbirth.
- **Job protection** upon return if you have been employed for at least 180 days with your current employer.
- **Continuation of employer-sponsored health insurance** during FAMLI leave on the same terms as if you were actively working.
- **Wage replacement** paid by the State of Colorado — not by your employer — based on a percentage of your average weekly wage.

ELIGIBILITY REQUIREMENTS

- You must have earned at least **\$2,500 in wages** during the base period (the first 4 of the last 5 completed calendar quarters before your claim).
- Wages from **all Colorado employers** count toward the base period — not just your current employer.
- **No minimum tenure** with your current employer is required.
- **No minimum hours** requirement.
- **No employer-size requirement** — FAMLI applies regardless of the number of employees at your worksite.

QUALIFYING REASONS FOR FAMLI LEAVE

- Your own serious health condition.
- Care for a family member with a serious health condition.
- Bonding with a new child (birth, adoption, or foster placement).
- Qualifying military exigency.
- Care for a covered servicemember with a serious injury or illness.
- Safe leave (needs arising from domestic violence, sexual assault, or stalking).
- Bereavement related to the death of a family member.

FAMLI uses a **broader family definition** than federal FMLA, including siblings, grandparents, grandchildren, and domestic partners.

HOW TO FILE A FAMLI CLAIM

You — not your employer — are responsible for filing your FAMLI claim directly with CDLE.

Step 1: File your claim online or by phone: myfamli.colorado.gov | 1-866-CO-FAMLI (1-866-263-2654)

Step 2: Notify your employer: Provide at least 30 days' advance notice when leave is foreseeable, or as soon as practicable when it is unforeseeable.

Step 3: Provide documentation: CDLE may request certification from a health care provider or other documentation to support your claim.

Step 4: Employer response: Your employer has 5 business days to respond to CDLE after receiving a claim notice.

WAGE REPLACEMENT

Wage replacement is paid by the State of Colorado — **not by your employer**. Benefits are calculated as a percentage of your average weekly wage (AWW), with higher earners receiving a lower replacement rate. The maximum weekly benefit amount is set annually by CDLE. All questions about your benefit amount, payment timing, and tax treatment must be directed to CDLE, not to your employer.

RIDGELINE GEAR CO. SPECIFIC INFORMATION

Ridgeline does not pay FAMI wage replacement. Ridgeline's Leave Coordinator coordinates the employer side of your FAMI claim. Contact: leaves@ridgelinegear.com

Colorado law permits you to **supplement FAMI wage replacement with accrued PTO** up to 100% of your regular wages. To request PTO substitution, contact the Leave Coordinator.

CDLE FAMI Program myfamli.colorado.gov 1-866-CO-FAMI claims@famli.colorado.gov	Ridgeline Leave Coordinator leaves@ridgelinegear.com Support hours: M–F 8am–5pm MT	Anti-Retaliation It is unlawful for your employer to retaliate against you for filing a FAMI claim or exercising your FAMI rights. File a complaint with CDLE if you believe your rights have been violated.
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