

FAMLI

FMLA

VS

State Law

Covered employees receive up to 12 weeks of leave; those who experience pregnancy or childbirth complications may receive an additional 4 weeks

Paid

Employee must have earned \$2,500 in wages in CO over the prior year

Yes, if an employee has worked for the employer for at least 180 days

All employer sizes, with a few exceptions

- Birth or adoption of a child
- Care for self or family member* with serious health condition
- For circumstances related to a family member's active-duty military service
- Safe leave for domestic abuse, sexual assault or abuse, and stalking

*Family member includes someone with whom the employee has a significant personal bond.

Length of Leave

Paid or Unpaid

Eligibility Requirements

Job Protection

Employer Size

Qualifying Reasons for Leave

Federal Law

Up to 12 weeks; 26 weeks to care for a covered servicemember with a serious injury or illness

Unpaid

Employee must have worked for their employer for a minimum of 12 months and 1,250 hours

Yes

- Private sector with 50 or more employees
- All public agencies
- All elementary and secondary schools

- Birth or adoption of a child
- Care for self or family member with serious health condition
- For circumstances related to a family member's active-duty military service