



COLORADO
Department of
Labor and Employment

Family and Medical Leave Insurance - 2022 Session

January 25, 2022

Question:

What is the difference between the \$57.5 million in the Governor's Fee Relief Package for Family and Medical Leave Insurance for Employers, and the prepayment of \$57 million for State Employee Family and Medical Leave Insurance coverage in House Bill 22-1133?

Answer:

The amount set aside in the Governor's Fee Relief Package is to provide relief for all covered employers, and the amount in House Bill 22-1133 allows the state to prepay premiums for state employee coverage, otherwise owed in future years.

The \$57.5 million for Family and Medical Leave Insurance that is outlined in the Governor's Fee Relief Package will reduce Paid Family and Medical Leave Insurance premiums for **all covered employers** for the first six months of 2023, thereby reducing the initial impact of the new premium on businesses and workers. This bill has not yet been introduced.

House Bill 22-1133, Family and Medical Leave Insurance Fund, is a separate bill meant to ensure **state employee coverage** within the Family and Medical Leave Insurance system. The transfer taking place is a prepayment of premiums that the **state, as a covered employer**, would otherwise owe in future years. This payment would ensure state employee coverage for Family and Medical Leave Insurance for at least three years without having to make any additional payments. This legislation is sponsored by Representative Matt Gray and Senator Faith Winter.

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