

## Services

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## Don't Forget Year-End Requirements Under Colorado FAMLI Program

In 2020, Colorado voters approved the Paid Family and Medical Leave Insurance program ("FAMLI"), which will provide leave to employees beginning on January 1, 2024. Before January 1, 2023, employers have important year-end requirements:

- **Notice:** Notify employees how premiums will be collected from their wages starting January 1, 2023 (e.g., over 10 employees, 50/50 split of .9% premium; fewer than 10 employees, only the employee's share (.45%) with no employer contribution; or, at your option, payment of 100% of premium).
- **Communicate:** Communicate with employees about FAMLI. The Colorado Department of Labor and Employment has resources on FAMLI for employers, which can be accessed [here](#), such as a sample notice ("Paycheck Stuffer"), an Employee Handbook, and a Break Room Poster (to be posted in a prominent location at the workplace by January 1, 2023).
- **Register:** [Register with the FAMLI Division here](#).
- **Payroll:** Set up payroll accounts to deduct premiums starting January 1, 2023 and submit wage data and premiums to the FAMLI Division quarterly (first quarterly premiums due April 30, 2023).

If you have any questions about these new Colorado requirements, or how they may impact your organization, please contact your Kutak Rock attorney or a member of the firm's [National Employment Law Group](#). You may also visit us at [www.KutakRock.com](http://www.KutakRock.com).

