



**CSU**  
**PUEBLO**

OFFICE OF HUMAN RESOURCES AND CIVIL RIGHTS COMPLIANCE

2200 Bonforte Blvd.

Pueblo, CO 81001

[csupueblo.edu/human-resources](http://csupueblo.edu/human-resources)

[hr@csupueblo.edu](mailto:hr@csupueblo.edu)

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**To:** New Hires

**From:** Human Resources Department

**Subject:** Information on Approved Private Plan for Colorado FAMLI

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Dear New Hire,

Welcome to the pack! We are pleased to inform you about our approved private plan for Colorado Family and Medical Leave Insurance (FAMLI). Below are the details you need to know:

### **Effective Date**

The effective date of our approved private plan is January 1, 2024.

### **Wage-Replacement Benefits**

Our private plan offers wage-replacement benefits that match or exceed the state plan. You will receive a percentage of your average weekly wage, up to a maximum of 90% per week, for the duration of your leave.

### **Leave and Employment Protection Benefits**

The private plan provides leave and employment protection benefits equivalent to the state plan. You are entitled to 12 weeks of leave for qualifying family and medical reasons, with job protection during your leave period. Employees incapacitated by a serious health condition during pregnancy are eligible for an additional four weeks of paid leave.

### **Employee Eligibility**

FAMLI is available to all employees who work and live in Colorado, including faculty, staff, and student employees. Employees receive job protection through FAMLI after 180 days of employment.

### **Employee Contributions**

Employee contributions are calculated as .45% of your gross wages and are collected through payroll deductions. These contributions are used to fund the wage-replacement benefits provided by the plan.



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## Filing a Claim

To file a claim under the approved private plan, please do so at [www.sunlifeconnect.com](http://www.sunlifeconnect.com).

## Appeal Rights

If you disagree with a benefits determination, you have the right to appeal. You may choose to appeal to the private plan administrator or directly to the FAMLI Division. Detailed instructions for filing an appeal can be found in the denial notification from Sun Life.

## Contact Information for FAMLI Division

For additional information or assistance, you can contact the FAMLI Division at:

- **Phone:** 1-866-CO-FAMLI (1-866-263-2654)
- **Email:** [cdle\\_famli\\_info@state.co.us](mailto:cdle_famli_info@state.co.us)
- **Website:** <https://famli.colorado.gov>

## Employee Rights

Under C.R.S. 8-13.3-509, you have the following rights:

- The right to wage-replacement benefits during qualifying leave.
- The right to job protection during your leave period.
- The right to appeal benefits determinations.
- The right to confidentiality regarding your FAMLI benefits.

Please review this information carefully and reach out to Human Resources at (719) 549-2441 or [csup\\_hr@csupueblo.edu](mailto:csup_hr@csupueblo.edu) if you have any questions.