

LEGAL UPDATE

COLORADO

Colorado Issues Updated FAMLI Notice

Colorado has posted an updated [notice](#) for 2026 for its paid family and medical leave program, called FAMLI. The most significant change in the updated notice is that it now reflects the addition of neonatal care leave.

Neonatal Care Leave

Last spring, Colorado amended the FAMLI law to add an extra 12 weeks of leave for parents with a child receiving inpatient care in a neonatal intensive care unit, effective Jan. 1, 2026. The notice now includes information about neonatal care leave.

Employer Notice Requirement

FAMLI requires employers to:

- Provide written notice to employees about FAMLI benefits, eligibility and how to apply;
- Post or distribute the notice in a way that is accessible to the workforce, including remote employees; and
- Provide the notice to employees at hire and upon request.

FAMLI Leave

FAMLI allows workers who have earned \$2,500 in the prior year to take 12 weeks of partially compensated, job-protected leave for family and medical purposes, including safety leave and leave for military deployment of a family member. Up to four extra weeks may be taken for pregnancy and childbirth complications, and now, up to 12 additional weeks are available for neonatal care.

Steps for Employers

Employers should replace prior versions of the FAMLI notice with the updated version. They should also ensure that any employee handbooks or policies include neonatal care leave. In addition, managers, supervisors and HR personnel should be briefed on this new qualifying reason for FAMLI leave.

Provided to you by Employco USA, Inc.

Highlights

- An updated notice for Colorado's paid family and medical leave program is now available.
- The new notice includes neonatal care as a qualifying reason for leave.
- Employers should adopt the new notice as soon as possible.

Employers must post the FAMLI notice and provide it to employees at hire and upon request.