



COLORADO
Department of
Labor and Employment

House Bill 22-1133 Family and Medical Leave Insurance Fund

Legislative Fact Sheet
March 29, 2022

Background:

Proposition 118, passed by a vote of the people in November of 2020, directs the Colorado Department of Labor and Employment (CDLE) to stand up a Family and Medical Leave Insurance (FAMLI) Division, and ensure all Coloradans have access to this benefit beginning in 2024.

Summary of Legislation:

House Bill 22-1133 will allow the State of Colorado to prepay \$57 million of premium payments in the current fiscal year. With this prepayment, the FAMLI Division would set up the State with a credit of \$57 million and apply an annual interest assessment to the credit to represent the time value of money.

Prepaying premiums will save the State of Colorado money in future years, helping to alleviate the forthcoming deficits. This prepayment would also allow the FAMLI Division to stand up the necessary infrastructure to meet the demands of the voters.

This proposal is poised to address the following two different existing issues:

- » The state projects a structural deficit in out year budgets, resulting from a combination of TABOR constraints and growing need in state operations.
- » Proposition 118 did not come with an identified source for startup funding for the division.

Impacts:

The State of Colorado will not owe any premiums for several years, while ensuring that all state employees have access to this vital benefit, and the FAMLI Division will be able to stand up all necessary operational pieces to implement this program based on the statutory deadlines.

Fiscal Impact:

\$57 million

Confirmed Sponsors:

Representative Matt Gray, Representative Yadira Caraveo, Senator Faith Winter

Contact Information

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