

First Regular Session
Seventy-fifth General Assembly
STATE OF COLORADO

ENGROSSED

*This Version Includes All Amendments Adopted
on Second Reading in the House of Introduction*

LLS NO. 25-0602.01 Renee Leone x2695

SENATE BILL 25-144

SENATE SPONSORSHIP

Winter F. and Bridges,

HOUSE SPONSORSHIP

Willford and Zokaie,

Senate Committees

Business, Labor, & Technology
Appropriations

House Committees

A BILL FOR AN ACT

101 CONCERNING CHANGES TO THE "PAID FAMILY AND MEDICAL LEAVE
102 INSURANCE ACT".

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)

With regard to the family and medical leave insurance program (program), **section 1** of the bill extends the duration of paid family and medical leave, up to an additional 12 weeks, for a parent who has a child receiving inpatient care in a neonatal intensive care unit.

Section 2 changes the premiums financing the payment of program benefits by extending the current premium amount, 0.9% of wages per

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers indicate new material to be added to existing law.
Dashes through the words or numbers indicate deletions from existing law.

SENATE
Amended 2nd Reading
March 18, 2025

employee, through 2025 and setting the premium amount for the 2026 calendar year at 0.88% of wages per employee. For each subsequent calendar year, the director of the division of family and medical leave insurance (director) in the department of labor and employment is required set the premium on or before November 1 of the preceding year.

The director is required to set the premium in a manner such that:

- At the end of the year, the balance of the family and medical leave insurance fund (fund) is not less than 6 months' worth of projected expenditures from the fund required for performance of the functions and duties of the director;
- The volatility of the premium rate is minimized; and
- The premium amount does not exceed 1.2% of wages per employee.

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, 8-13.3-505, **amend**
3 (1) as follows:

4 **8-13.3-505. Duration.** (1) The maximum number of weeks for
5 which a covered individual may take paid family and medical leave and
6 for which family and medical leave insurance benefits are payable for any
7 purpose, or purposes in aggregate, under section 8-13.3-504 (2) in an
8 application year is ~~12~~ TWELVE weeks; except that benefits are payable up
9 to:

10 (a) UP TO an additional four weeks to a covered individual with
11 a serious health condition related to pregnancy complications or childbirth
12 complications; AND

13 (b) UP TO AN ADDITIONAL TWELVE WEEKS TO A COVERED
14 INDIVIDUAL WHO HAS A CHILD RECEIVING INPATIENT CARE IN A NEONATAL
15 INTENSIVE CARE UNIT FOR THE DURATION THAT THE CHILD IS RECEIVING
16 CARE IN THE NEONATAL INTENSIVE CARE UNIT.

17 **SECTION 2.** In Colorado Revised Statutes, 8-13.3-507, **amend**

1 (3) as follows:

2 **8-13.3-507. Premiums - rules.** (3) (a) From January 1, 2023,
3 through December 31, ~~2024~~ 2025, the premium amount is nine-tenths of
4 one percent of wages per employee.

5 (b) ~~For the 2025 calendar year, and each calendar year thereafter,~~
6 ~~the director shall set the premium based on a percent of employee wages~~
7 ~~and at the rate necessary to obtain a total amount of premium~~
8 ~~contributions equal to one hundred thirty-five percent of the benefits paid~~
9 ~~during the immediately preceding calendar year plus an amount equal to~~
10 ~~one hundred percent of the cost of administration of the payment of those~~
11 ~~benefits during the immediately preceding calendar year, less the amount~~
12 ~~of net assets remaining in the fund as of December 31 of the immediately~~
13 ~~preceding calendar year~~ FROM JANUARY 1, 2026, THROUGH DECEMBER
14 31, 2026, THE PREMIUM AMOUNT IS EIGHTY-EIGHT HUNDREDTHS OF ONE
15 PERCENT OF WAGES PER EMPLOYEE.

16 (c) FOR THE 2027 CALENDAR YEAR AND FOR EACH CALENDAR
17 YEAR THEREAFTER, ON OR BEFORE SEPTEMBER 1 OF THE PRECEDING YEAR,
18 THE DIRECTOR SHALL ADOPT BY RULE THE PREMIUM RATE FOR THE
19 FOLLOWING CALENDAR YEAR. THE DIRECTOR SHALL SET THE RATE IN A
20 MANNER SUCH THAT:

21 (I) AT THE END OF THE CALENDAR YEAR DURING WHICH THE
22 PREMIUM RATE IS EFFECTIVE, THE BALANCE OF THE FUND IS AN AMOUNT
23 NOT LESS THAN SIX MONTHS' WORTH OF PROJECTED EXPENDITURES FROM
24 THE FUND REQUIRED FOR THE PERFORMANCE OF THE FUNCTIONS AND
25 DUTIES OF THE DIRECTOR;

26 (II) THE VOLATILITY OF THE PREMIUM RATE IS MINIMIZED; AND

27 (III) The premium ~~shall~~ AMOUNT DOES not exceed one and two

1 tenths of a percent of wages per employee.

2 (d) The division shall provide public notice in advance of January
3 first 1 of any changes to the premium.

4 (e) PRIOR TO IMPLEMENTING ANY PREMIUM RATE ADJUSTMENTS,
5 THE DEPARTMENT SHALL ISSUE FULL REFUNDS TO EMPLOYERS THAT WERE
6 OVERCHARGED PREMIUMS DUE TO MISCALCULATIONS OR PROGRAM
7 ERRORS.

8 **SECTION 3. Act subject to petition - effective date -**
9 **applicability.** (1) This act takes effect at 12:01 a.m. on the day following
10 the expiration of the ninety-day period after final adjournment of the
11 general assembly; except that, if a referendum petition is filed pursuant
12 to section 1 (3) of article V of the state constitution against this act or an
13 item, section, or part of this act within such period, then the act, item,
14 section, or part will not take effect unless approved by the people at the
15 general election to be held in November 2026 and, in such case, will take
16 effect on the date of the official declaration of the vote thereon by the
17 governor.

18 (2) This act applies to paid family and medical leave claimed on
19 or after the applicable effective date of this act.