

NOTICE TO EMPLOYEES OF THE DECISION TO DECLINE PARTICIPATION IN THE FAMILY AND MEDICAL LEAVE INSURANCE (FAMLI) PROGRAM, AND THE RIGHT TO VOLUNTARILY OPT INTO THE FAMLI PROGRAM

Notice is hereby given to District Employees that a vote will be held on **November 12, 2022**, in which the Board of Directors will vote on participation in the Family and Medical Leave Insurance (“FAMLI”) Program.

Such a vote will follow the District’s process for other votes of the governing body.

A declination vote will not take effect with a resulting change in coverage until the earlier of at least 180 days after the vote or January 1, 2023, to allow individual employees the opportunity to opt into the benefits program pursuant to 8-13.3-514 C.R.S., should individuals choose to elect coverage.

Public notice will be given in the same manner as any other business before the governing body, and the local government will take/hear testimony prior to the vote, pursuant to the procedural rules of the governing body.

Within 30 days following a local government declination vote, the local government will provide its local government employees with a written individual notice of the local government's declination vote and the impact toward FAMLI coverage, or other paid family and leave insurance coverage. The written notice, will at a minimum, explain the differences between benefits offered by the FAMLI program and any other paid leave plan offered by the local government. The notice will also state which employees, if any, are eligible for job protection under the federal Family and Medical Leave Act (FMLA) benefits or other local provisions where applicable. affects employees' rights and benefits.

EMPLOYEE’S RIGHT TO VOLUNTARILY OPT-IN AS AN INDIVIDUAL PARTICIPANT

Even though the District may decline participation in the FAMLI Program, a District employee may individually opt into the program by contacting the FAMLI Division at CDLE_FAMLI_info@state.co.us.

PLEASE NOTE: Any District employee voluntarily opting into the program as an individual will be responsible to remit premiums directly to the State of Colorado. The District will not be deducting the premium from paychecks nor will it remit any premium payments on your behalf to the State.