

**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 on Resolution No. 2022-10-01 was held on October 24, 2022, in which the Cornerstone Metropolitan District No. 1 Board of Directors declined all participation in the Family and Medical Leave Insurance (“FAMLI”) Program. This notice explains how the vote affects employees’ rights and benefits.

I. LEAVE COMPARISON: FAMLI PROGRAM, DISTRICT’S LEAVE PROGRAM

(i) The FAMLI Program

Under the FAMLI Program, covered individuals may take up to 12 weeks of paid aggregate family/medical leave (up to 16 weeks for pregnancy complications) in a 12-month period for:

- Birth, adoption, placement through foster care, or care of a new child during the first year after birth, adoption, or placement through foster care;
- Care for a family member with a “serious health condition” (including pregnancy);
- An employee’s own “serious health condition”;
- Exigency leave (based on a qualifying need arising out of current or impending active-duty military service); or
- Safe leave (employee or employee’s family member is the victim of domestic abuse, stalking, or sexual assault/abuse).

Employers participating in the FAMLI Program must submit insurance premiums to the State starting on January 1, 2023, through a payroll premium split between employers and employees. Paid leave benefits start no sooner than January 1, 2024. Paid leave is a partial income replacement as follows: 90% of an employee’s average weekly wage for the portion of their wages equal to or less than 50% of the state average weekly wage; and 50% of the portion of their wages that exceeds the state average weekly wage. The maximum weekly benefit is \$1,100. For more information, see the FAMLI Premium and Benefits Calculator: <https://famli.colorado.gov/individuals-and-families/premium-and-benefits-calculator>.

The District has declined participation and will not be deducting an employee’s premium or sending the premium to the FAMLI Division.

(ii) **District Employee Benefit Program**

Paid Holidays of the District are: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve, and Christmas Day.

The Paid Sick/Personal Leave Policy of the District is: Employee shall be entitled to a maximum of 80 hours per year as needed for sick time. Sick time will be accrued at the rate of 3.33 hours per paycheck. Once the maximum number of unused sick time is reached, employee will cease to accrue additional sick time until unused sick time is less than the maximum.

The Paid Vacation Leave Policy of the District is: Employee shall be entitled to vacation time equal to 80 vacation hours per calendar year. Vacation time will accrue at the rate of 3.33 hours per paycheck. Employee may accrue up to a maximum of 120 unused vacation hours. Once the maximum number of unused vacation hours is reached, employee will cease to accrue vacation time until unused vacation time is less than the Maximum.

Workers' Compensation: Coverage provided in accordance with Colorado law.

II. EMPLOYEE'S RIGHT TO VOLUNTARILY OPT-IN AS AN INDIVIDUAL PARTICIPANT

Even though the District has 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