



## **NOTICE TO EMPLOYEES REGARDING DECLINATION OF PARTICIPATION IN COLORADO'S FAMILY AND MEDICAL LEAVE INSURANCE (FAMLI) PROGRAM**

At a special meeting of the Board of Directors ("Board") of the Loop Water Authority ("Authority"), which was held on May 21, 2026, the Board voted to decline all participation by the Authority in Colorado's Family and Medical Leave Insurance ("FAMLI") program, as permitted by C.R.S. § 8-13.3-522 and 7 C.C.R. 1107-2.

This means that you will not be covered by Colorado's FAMLI program unless you elect to individually participate in the FAMLI program, as described further below. Currently, the Authority offers employees vacation leave and/or PTO leave, paid sick leave, and voluntarily provides unpaid leave consistent with the federal Family and Medical Leave Act ("FMLA") but does not offer employees a paid family and medical leave plan as an alternative to the FAMLI program. For details regarding the Authority's vacation leave and/or PTO leave policies, paid sick leave policies, and FMLA policies, please consult your employee manual or contact your supervisor or manager.

Although the Authority is a covered employer under the FMLA, employees must meet certain eligibility requirements in order to qualify for federal FMLA leave. One such requirement is that an employee seeking leave must work at a location that has 50 or more employees. Currently, no employees are eligible to meet this requirement, as the Authority does not employ 50 or more employees. The Authority, however, voluntarily provides unpaid leave consistent with the FMLA.

As noted above, although the Authority has declined participation in the FAMLI program, all Authority employees may elect to individually participate in the program. Under the FAMLI program, beginning on January 1, 2024, employees who earn at least \$2,500 in yearly wages within the state will be eligible to take paid family and medical leave for the following circumstances:

- To care for a new child, including adopted and fostered children;
- To care for themselves, if they have a serious health condition;
- To care for a family member with a serious health condition;
- To make arrangements for a family member's military deployment; and
- To address the immediate safety needs and impact of domestic violence and/or sexual assault.



Depending on your income, when using paid leave, you will receive from the FAML I program up to 90% of your normal weekly wages. Benefits are capped at \$1,100 per week. Most workers are eligible to receive up to 12 weeks of paid family and medical leave. Those who experience pregnancy or childbirth complications may receive an additional four weeks.

If you elect to participate in the FAML I program, then from the first day of the calendar quarter after you elect coverage, you will be required to pay 0.44% of your wages to the program and make quarterly wage reports to the program. The amount of your required contribution may increase beginning January 1, 2027. If you elect to be covered by the program, you must file a notice of election through the online system maintained by the Colorado Department of Labor and Employment's Division of Family and Medical Leave Insurance ("Division"). You will be able to file your notice of election, as well as submit your employee premium and wage data on a quarterly basis, directly to the Division by creating an account at famli.colorado.gov. If you decide to register for the FAML I program, you will need the Authority's FEIN number, which you may obtain by contacting your supervisor or Manager. The Division may also be contacted at:

Colorado Department of Labor and Employment  
Division of Family and Medical Leave Insurance  
633 17th Street, Suite 201  
Denver, CO 80202-3660  
Phone: 303-318-8000

By: /s/ Jessie J. Shaffer  
Jessie Shaffer, Board President

Date: 6-2-26