

FREQUENTLY ASKED QUESTIONS: FAMLI & PTO/EIB Changes

Understanding FAMLI



COLORADO

Family and Medical Leave Insurance Program (FAMLI)

Department of Labor and Employment

Q1: What is the FAMLI Program?

A1: FAMLI, or Family and Medical Leave Insurance, is a new state-run program in Colorado that pays a portion of your wages for various life events such as childbirth, adoption, serious health conditions, etc.

Q2: How do I apply for FAMLI leave?

A2: You can apply for FAMLI leave through the My FAMLI+ portal at <https://myfamliplus.state.co.us/Core/Login>. This involves filing a claim and potentially submitting documentation, like birth certificates.

Q3: Can I use FAMLI leave intermittently?

A3: Yes, FAMLI leave can be used as a single block, intermittently, or on a reduced schedule based on your specific needs.

EIB & PTO Changes



Q4: How are EIB and PTO changing?

A4: We're phasing out the Extended Illness Bank (EIB) and enhancing our Paid Time Off (PTO) benefit. This includes increasing PTO accrual rates and maximum limits.

Q5: What happens to my existing EIB balance?

A5: Your accrued EIB hours will be vested based on your tenure. A portion of these hours will be added to your PTO bank, up to 320 hours, with the rest in a separate "Vested EIB" bank.

Q6: How can I use my Vested EIB hours?

A6: Vested EIB hours can be used 1) after FMLI benefits for an FMLA-qualifying absence, 2) for an annual cash-out of up to 40 hours, or 3) upon separation from Hilltop.

PTO Accrual and Utilization

Q7: What are the new PTO accrual rates?

A7: PTO accrual rates have increased to offer more flexible and accessible time off. Full-time employees who work 40 hours per week now accrue approximately 6 weeks of PTO per year.

Q8: What is the maximum limit for PTO accrual?

A8: The maximum PTO accrual limit has been raised to allow more flexibility and security for future leave needs. The new limit is up to 360 hours.

Q9: Can I use PTO while on FMLI leave?

A9: Yes, you can use PTO in conjunction with FMLI leave to supplement your income, as FMLI only covers a portion of your wages. You'll need to complete and sign a request form.

Additional Coverage Options

Q10: What if I want more short-term disability coverage?

A10: If you're interested in additional short-term disability coverage, you can contact Hilltop's AFLAC representative, Jo Anne Allen, to discuss your option. Jo Anne Allen can be reached via email at joanne.allen@us.aflac.com or by phone at (970) 201-0481.

General Questions

Q11: How will these changes affect my overall benefits?

A11: These changes aim to enhance your benefits, offering more flexibility and autonomy in managing time off and providing broader coverage for life events.

Q12: Who can I contact for specific questions about my unique leave situation?

A12: For detailed inquiries or unique situations, please reach out to Linda Withem (lindaw@htop.org), our Leave Administrator, or your People Ops Business Partner.

Q13: When do these changes take effect?

A13: These changes will be effective from January 1, 2024. Adjustments in your PTO accruals and any vested EIB will be reflected on your pay statements accordingly.