



# PAID FAMILY AND MEDICAL LEAVE BALLOT INITIATIVE



# COLORADO IS FACING A PROBLEM



- **4 out of 5** Colorado workers don't have access to paid family or medical leave
- Workers who need PFML the most are **least likely** to have it







## **HARDWORKING COLORADANS NEED THIS BENEFIT**

- Let's Colorado workers put their families first, without worrying about losing a paycheck or a job
- 2.6 million Coloradans would benefit
- Helps workers and public stay healthy



# BUSINESSES NEED AN AFFORDABLE OPTION

- Provides a low-cost option to businesses of all sizes
- Businesses with fewer than 10 employees don't pay anything, but their employees are still covered
- Helps companies provide an essential benefit they previously





# WHO IS REQUIRED TO PAY PREMIUMS?

## Premium Responsibilities under Proposition

Employer Type	Employer Premium	Employee Premium	No Premium
9 or fewer employees		√	
10 or more employees	√	√	
Participating self-employed		√	
Participating local government employee		√	
Nonparticipating local government			√
Nonparticipating self-employed			√
Employer with private plan			√



# AFFORDABLE FOR BUSINESS & ACCESSIBLE FOR WORKERS

- Provides up to 12 weeks of paid leave
- Costs the average Colorado worker an estimated \$4.50/week
- Private plans allowed if they meet the minimum requirements





# WHAT WILL BUSINESSES AND EMPLOYEES PAY?

Follows recommendations of the December 2019 Task Force actuarial report, which rated the solvency of this program at a **confidence level of 87%**.

## Weekly and Annual PFML Premium Scenarios For Calendar Year 2023

<b>Weekly Wages</b>	<b>Employer Weekly Premium</b>	<b>Employee Weekly Premium</b>	<b>Annual Wages</b>	<b>Employer Annual Premium</b>	<b>Employee Annual Premium</b>
\$500	\$2.25	\$2.25	\$26,000	\$117	\$117
\$1,000	\$4.50	\$4.50	\$52,000	\$234	\$234
\$1,500	\$6.75	\$6.75	\$78,000	\$351	\$351
\$2,000	\$9.00	\$9.00	\$104,000	\$468	\$468
\$3,000	\$13.50	\$13.50	\$156,000	\$702	\$702



# NOW IS THE TIME FOR PAID LEAVE IN COLORADO

- Diseases like cancer, heart disease, or stroke don't wait or discriminate
- Workers are forced to make an impossible choice between their jobs and their families
- Pandemic has shown shortcomings of our system
- It's good for Colorado workers, businesses, and communities







## **BUSINESSES ACROSS COLORADO WILL BENEFIT**

- Employees are more likely to leave for a job with better benefits
- Higher turnover, which increases costs for businesses
- Small businesses unable to compete for workers
- Premiums don't begin until 2023 allowing time for recovery



# COLORADO WOULD JOIN EIGHT STATES IN IMPLEMENTING THIS POLICY

- Costs have been lower than expected
- Employers have seen increased retention and morale





 **YES on 118**  
Colorado Families First



**VOTE YES  
ON PAID FAMILY AND MEDICAL LEAVE  
THIS NOVEMBER**