



Colorado Family and Medical Leave Insurance (CO FAMLI)

People Partner Training

December 2023

Agenda

- ❑ Why are we here?
- ❑ Leave of Absence Overview
- ❑ Walmart Leaves
- ❑ CO FAMLI Benefits
- ❑ Coordination of Colorado and Walmart Benefits
- ❑ How are Claims Paid?
- ❑ Claims Process
- ❑ Call to Action and Resources
- ❑ Questions

Why are we here?

- CO FAMLI Premiums began January 1st, 2023
- CO FAMLI Benefits begin January 1st, 2024
- Portal opened to applicant to file claims in November.
- All Colorado associates are impacted including those on leave when the program goes live.
- CO FAMLI offers additional paid job protected leave options for eligible associates which will integrate with existing Walmart paid and unpaid leaves.

LOA Overview at Walmart

Leave of Absence Overview

- A Leave of Absence (LOA) lets an associate take time away from work for more than three consecutive scheduled shifts for a specific reason such as when personal, family or medical issues arise.
- LOAs must be requested and approved, and they can be paid or unpaid based on the reason for the leave and the benefits offered.
- Associates on leave may have job protection through company policies, federal or state laws.
- When it comes to the leave of absence process, managers and People Partners play a big role in making sure everything runs smoothly. Your most important contribution is to provide guidance and support to your associate throughout the process from the time the associate goes on leave through returning to work, including interaction with Sedgwick.

Leave of Absence Overview, cont'd

- Walmart offers a variety of leave options to associates who need time away from work.
- Sedgwick, our third-party administrator for leave of absence, disability, and ADA, works directly with associates who request a leave or an accommodation and will also provide information throughout the duration of the leave to both the associate and the facility as appropriate.
- Walmart, with the help of Sedgwick, will coordinate Walmart benefits with the benefits the state offers.
 - If your associate is eligible for a higher weekly benefit amount through Walmart than what the state offers, Walmart will supplement the state benefit with paid benefits through Sedgwick to equal the Walmart benefit.

Walmart Leaves

Types of Leave

Sedgwick	Non-Sedgwick (Facility Managed)
Leave of Absences (LOAs) are administered by Sedgwick, our third-party administrator. If there is a disability claim related to the leave, Sedgwick may also handle the short-term disability claim.	Three (3) types of leaves are currently Manager-initiated and are not administered by Sedgwick
Family Medical Leave (FMLA)	Educational Time off
Military Leaves	Job Search
Personal Leaves	Suspension Leaves
Short Term Disability (Includes Maternity Leaves)	Non-Sedgwick Leaves of Absence Support Materials

Types of Leave

SEDGWICK MANAGED

Family and Medical Leave

Eligible associates can take leave due to:

- The birth and care of a child within 12 months of birth
- The adoption or foster placement and care of a child within 12 months of placement
- Caring for a family member with a serious health condition
- Their own serious health condition

Military Leave

Associates in the military can take leave due to:

- Active duty
- Training
- Full-time National Guard duty
- Examinations to determine fitness for duty
- Funeral honors duty
- Homeland security duty
- Attending a military service academy
- Any other military duty or training under orders from appropriate federal or state authorities

Personal Leave

Associates who don't qualify for a federal or state leave can still request leave for a variety of reasons:

- Workers' Compensation
- Expatriate Spouse
- Military Spouse/Partner
- Reassignment due to ADA
- Pharmacy Intern
- Bereavement
- Transfer
- Education
- Compelling Reason

Leader Resource

[Personal Leave of Absence Management Guidelines](#)

CO FAMLI Benefits

What is CO FAMLI?

- Colorado Family and Medical Leave Insurance (CO FAMLI) is a *new* state mandated program offering all associates who work in Colorado (full-time, part-time, temporary, seasonal and OTR drivers) access to **paid** time off from the state for qualifying life events, including childbirth, exigency, safe leave and seeking treatment for serious health conditions for themselves or their families.
- Payroll withholdings (premiums) for the new state benefit began January 1, 2023. The CO FAMLI benefit is funded by contributions from both the associate and Walmart.
- Benefits become payable on **January 1, 2024**, with a weekly maximum benefit of up to 90% of the state's average weekly wage. For 2024, the maximum weekly amount payable is \$1,100.
 - Associates will need to reach out to the state via the Colorado FAMLI online portal at <https://famli.colorado.gov> to apply for their state benefits.

What is FAMLI?



Eligibility

Earnings of \$2,500 during qualifying period

The qualifying period is either:

- The first four of the last five completed calendar quarters; or
- The last four completed calendar quarters



Entitlement

Duration: Eligible associate may generally receive a combined total of up to 12 weeks of paid leave during a benefit period for a combination of Medical Leave, Family Leave, Military Exigency Leave or Safe Leave.

Job Protection:

- FAMLI provides job-protection to associates who have been employed at Walmart for at least 180 days at the start of your leave.
- Additional job protection may be available through federal FMLA, state policies, or one of Walmart's leave policies.



Reason

Medical Leave: Care for one's own serious illness or injury

Family Care Leave:

- Care and bond after a child's birth or placement (foster or adoption)
- Care for a qualified family member experiencing a serious health condition or injury

Military Family Leave: Make arrangements for a family member's qualifying military needs.

Safe Leave: Address the immediate safety needs and impact of domestic violence and/or sexual assault.

Reminders!

- ✓ A birthing parent may receive an additional 4 weeks of leave for complications due to pregnancy or childbirth.
- ✓ Associates bonding with a newborn, adopted or foster child can take up to 12 work weeks of paid leave within 12 months from the date of birth or placement. Associates who have already taken leave through Walmart through maternity or bonding in 2023 may still qualify for the additional state benefit up to 12 months from the date of the birth or placement.
- ✓ Each year the Colorado Department of Labor and Employment will set the state average weekly wage (SAWW). The benefit payable to associates under FAMLI will be up to a maximum of the 90% of the SAWW. For 2024, the maximum benefit payable is \$1,100.

What is CO FAMLI?



Qualifying

Associate qualifying family member can be:

- **child***
- **grandchild***
- **grandparent***
- **parent***
- **sibling***
- **spouse** - husband, wife or state registered domestic partner of an associate
- **affinity** - any other individual with whom the employee has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship

*regardless of biological, adopted, foster or step, includes those of the employee, the employee's spouse/domestic partner, and the family member's spouse/domestic partner



Usage

Can be taken continuous and intermittently.

For intermittent leave: Benefits are payable by the state per eight hours of CO FAMLI benefits used.

Reminders!

- ✓ A birthing parent may receive an additional 4 weeks of leave for complications due to pregnancy or childbirth.
- ✓ Associates bonding with a newborn, adopted or foster child can take up to 12 work weeks of paid leave within 12 months from the date of birth or placement. Associates who have already taken leave through Walmart through maternity or bonding in 2023 may still qualify for the additional state benefit up to 12 months from the date of the event.
- ✓ Each year the Colorado Department of Labor and Employment will set the state average weekly wage (SAWW). The benefit payable to associates under FAMLI will be up to a maximum of the 90% of the SAWW. For 2024, the maximum benefit payable is \$1,100.





Coordination of Colorado and Walmart Benefits

Coordination of Benefits: Eligibility Requirements

Eligibility Requirements	CO FMLI	CFCA	FMLA	CO PSL
Covered Employers	All employers. <i>Only local government employers may opt out.</i>	Employers with 50 or more employees and all public employers	Employers with 50 or more employees and all public employers	All associates in CO are eligible for PSL time.
Wages required to be eligible for leave	\$2,500 in wages the previous year	N/A	N/A	N/A
Required time worked with employer before job protected	180 days	12 months	12 months	N/A
Required hours worked with employer to be eligible for leave	N/A	1,250 hours in previous 12 months	1,250 hours in previous 12 months	1 sick time hour earned for every 30 hours worked



Coordination of Benefits: Current State

Benefit Type	Duration
WM LOA (52 weeks)	WM LOA – 12/1/2023 through 11/30/2024 
FMLA (12 weeks)	FMLA 12/1/2023 – 2/23/2024 
CFCA (12 weeks)	CFCA 12/1/2023 – 2/23/2024  Job protection ends under FMLA and CFCA on 2/23/2024 for eligible associates
STD (26 weeks)	STD 12/1/2023 through 5/31/2024 

Key to acronyms located in notes below.

 Employment Ends unless approved for reasonable accommodation.



Coordination of Benefits: Medical Leaves beginning prior to 1/1/2024

Benefit Type	Duration	
WM LOA (52 weeks)	WM LOA – 12/1/2023 through 11/30/2024	
FMLA (12 weeks)	FMLA 12/1/2023 – 2/23/2024	Job protection ends under FMLA and CFCA on 2/23/2023 for eligible associates
CFCA (12 weeks)	CFCA 12/1/2023 – 2/23/2024	
STD (26 weeks)	STD 12/1/2023 through 5/31/2024	
FAMLI (12 weeks)	FAMLI 1/1/2024 – 3/25/2024	Additional Job Protection available under FAMLI 1/1/2024 – 3/25/2024 for eligible associates

Key to acronyms located in notes below.

 Employment Ends unless approved for reasonable accommodation.



Coordination of Benefits: Medical Leave beginning on or after 1/1/2024


Benefit Type	Duration	
WM LOA (52 weeks)	WM LOA – 1/1/2024 through 12/31/2024	
FMLA (12 weeks)	FMLA 1/1/2024 – 3/24/2024	Job protection ends under FMLA, CFCA, and FAMLI on 3/24/2024 for eligible associates
CFCA (12 weeks)	CFCA 1/1/2024 – 3/24/2024	
STD (26 weeks)	STD 1/1/2024 through 6/30/2024	
FAMLI (12 weeks)	FAMLI 1/1/2024 – 3/24/2024	

Key to acronyms located in notes below.

 Employment Ends unless approved for reasonable accommodation.



Coordination of Benefits: Family Leaves beginning prior to 1/1/2024




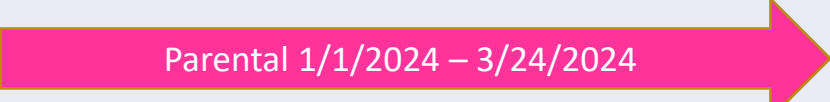
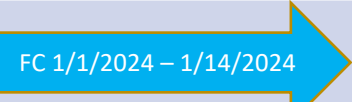

Benefit Type	Duration	
WM LOA (52 weeks)	WM LOA – 12/1/2023 through 11/30/2024 	
FMLA (12 weeks)	FMLA 12/1/2023 – 2/23/2024	Job protection ends under FMLA and CFCA on 2/23/2024 for eligible associates
CFCA (12 weeks)	CFCA 12/1/2023 – 2/23/2024	
Parental (6 - 12 wks)	Parental 12/1/2023 – 2/23/2024	
Family Care (2 weeks)	FC 12/1/23 – 12/14/23	
FAMLI (12 weeks)	FAMLI 1/1/2024 – 3/25/2024	Additional Job Protection available under FAMLI 1/1/2024 – 3/25/2024 for eligible associates

Key to acronyms located in notes below.


 Employment Ends unless approved for reasonable accommodation.



Coordination of Benefits: Family Leaves beginning on or after 1/1/2024

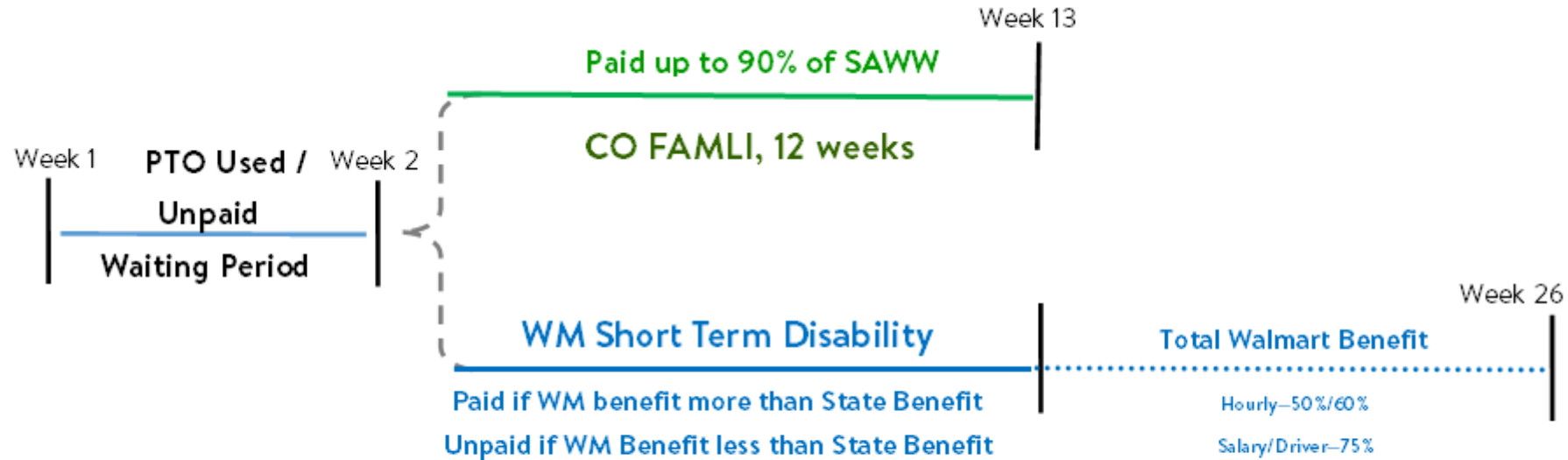
Benefit Type	Duration	
WM LOA (52 weeks)	WM LOA – 1/1/2024 through 12/31/2024 	
FMLA (12 weeks)	FMLA 1/1/2024 – 3/24/2024 	Job protection ends under FMLA, CFCA, and FAMLI on 3/24/2024 for eligible associates
CFCA (12 weeks)	CFCA 1/1/2024 – 3/24/2024 	
Parental (6 - 12 wks)	Parental 1/1/2024 – 3/24/2024 	
Family Care (2 weeks)	FC 1/1/2024 – 1/14/2024 	
FAMLI (12 weeks)	FAMLI 1/1/2024 – 3/24/2024 	

Key to acronyms located in notes below.

 Employment Ends unless approved for reasonable accommodation.

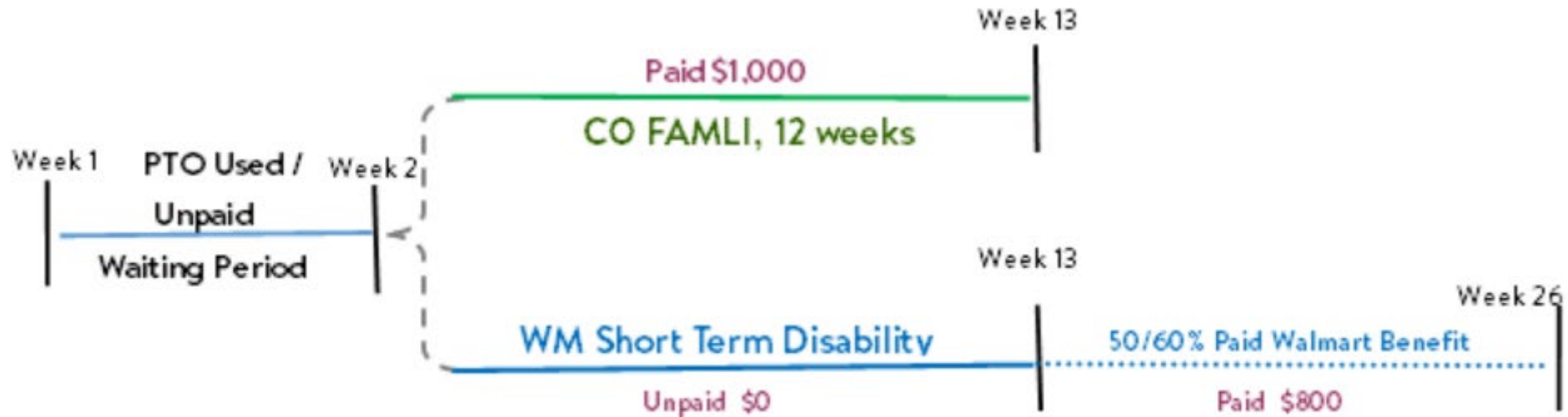
How are Claims Paid?

What is the new pay process?



SHORT-TERM DISABILITY, 25 weeks

What is the new pay process? Full Time Hourly



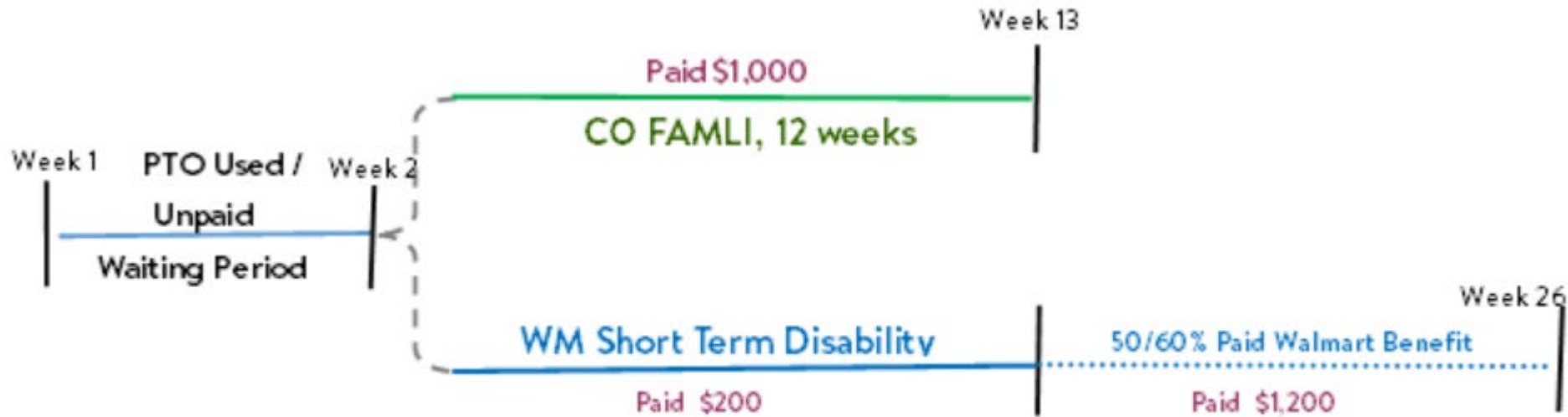
SHORT-TERM DISABILITY, 25 weeks

Assumptions for Example:

State Benefit: \$1,000 per week

Walmart Benefit: \$800

What is the new pay process? Full Time Hourly



SHORT-TERM DISABILITY , 25 weeks

Assumptions for Example:

State Benefit: \$1,000 per week

Walmart Benefit: \$1,200

What is the new pay process? Driver



SHORT-TERM DISABILITY, 25 weeks

Assumptions for Example:

State Benefit: \$1,000 per week

Walmart Benefit: \$800

What is the new pay process? Driver



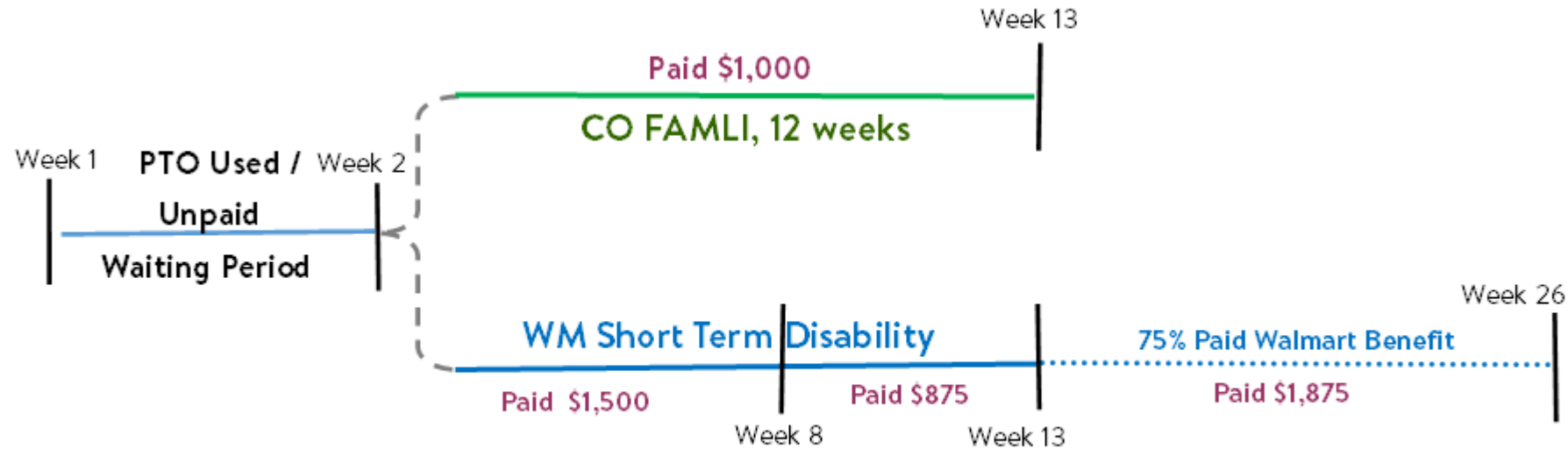
SHORT-TERM DISABILITY , 25 weeks

Assumptions for Example:

State Benefit: \$1,000 per week

Walmart Benefit: \$1,200

What is the new pay process for Salary?



SHORT-TERM DISABILITY , 25 weeks

Assumptions for Example:

State Benefit: \$1,000 per week

Walmart Benefit: \$2,500 (100% weeks 2–7)

Walmart Benefit: \$1,875 (75% weeks 8–26)

Claims Process

Contact Sedgwick

- Associate provides first day absence and reason for leave to Sedgwick. Sedgwick provides initial packet for leave with information on how to apply with the state. Completed documents can be returned to Sedgwick via:
 - Upload to mySedgwick.com
 - Email to WalmartForms@Sedgwicksir.com
 - Fax to [859-264-4372](tel:859-264-4372) or [859-280-3270](tel:859-280-3270)
- Once supporting documentation is received, Sedgwick will pay the associate their Walmart benefits reduced by the estimated state benefit. The amount paid to the associate by the state and Walmart will not exceed 100% of Walmart benefit.
- All associates will be required to provide a copy of their state determination letter to Sedgwick who will review their claim to ensure that pay and job protection are accurate.
- Sedgwick will continue to send communications (FMLA, STD, any other Walmart leaves).
- Sedgwick will assist with the associate's return to work, including requests for accommodation.

Contacting Colorado Department of Labor and Employment (CDLE) and Filing Claims

- The fastest and easiest way to initiate a claim for FAMLI benefits is through the *MyFAMLI+* portal.
- Claims must be submitted at least 30 days in advance for planned leaves or within 24 hours for unforeseen leaves.

Contact information:

ONLINE

<https://famli.Colorado.gov>

PHONE

1-866-CO-FAMLI
(1-866-263-2654)

Call to Action and Resources

Call to Action

- Print and post the FAML I Program Notice in [English](#) and [Spanish](#) in a place visible to all associates. There may be additional notice requirements in the future; we will provide further details once available from the state.
- Discuss FAML I with associates during onboarding, annually, and when the need for paid leave arises.
- If an associate informs you that they have applied for FAML I and asks that you contact the state on their behalf, please let them know that all claim information is handled by People Services.
 - People Services is only notified by the state **after** the associate has submitted all required paperwork.
 - People Services processes claims within 5 business days of receipt.
 - No additional action is necessary.

CO FAMLI and Leave of Absence Resources

CO FAMLI detailed information

- [Colorado Family and Medical Leave Insurance](#)
- [FAQ's](#)
- [FAMLI Employee Toolkit](#) - for more information about FAMLI
- [Premium and Benefits Calculator](#)

Associates may review available leaves at One.Walmart.com/LOA

- [LOA overview](#) – shows each of our available time off options
- [Requesting a leave](#) – responsibilities of the associate to request and be approved
- [While you're away](#) – keeping current and knowing what to do when on a leave
- [Returning from leave](#) – resources to prepare to come back from a leave and alternative options to return with accommodations, reduced work schedule, etc

Leaders may review our [LOA Leadership Guide](#)

- [LOA overview](#) – roll up view of our available time off options (all associate classifications)
- [Associate Responsibilities](#) – overview of the above 'requesting a leave, while you're away and returning from leave' pages
- [Manager Responsibilities](#) – detailed FAQ's and step processes on how to manage the various steps of the leave process
- [Resources](#) – Various links and tools to support the administration of leaves



Questions?

Thank you!

Integrated Absence Management