

Employer Notice to Covered Employees

United of Omaha Insurance Company

Mutual of Omaha Plaza
Omaha, Nebraska 68175
Call Toll-Free: 833-928-2179
mutualofomaha.com

Colorado FAMLI Private Plan Information

United of Omaha Insurance Company will administer our Colorado Family and Medical Leave Insurance (FAMLI) plan. This plan offers the same rights, protections and benefits as the state plan.

(Employer Name)

(Employer Street Address)

(Employer City, State, Zip)

Explanation of Benefits

You may qualify for FAMLI benefits if you earned \$2,500 over the previous year, and need to:

- Care for a new child through birth, adoption or foster placement
- Care for your own serious health condition
- Care for a family member with a serious health condition
- Support a family member preparing for military deployment
- Seek safety or support related to domestic violence, stalking or sexual assault
- Care for a newborn in a neonatal intensive care unit or higher level of care

How Much Leave Can You Take?

- Up to 12 weeks each year
- Up to four extra weeks for pregnancy or childbirth complications
- Up to 12 more weeks for Neonatal Care Leave

Note: You can take leave all at once, intermittently, or on a reduced schedule.

Benefit Amounts

Benefits will be available starting on the effective date of your employer's private plan.

- Weekly payment of up to 90% of your wages (sliding scale, based on income)
- Benefits are not taxed by Colorado. Federal taxes may apply.
- You can estimate your weekly benefit at famli.colorado.gov.

Your Rights

If you've worked for your employer for 180 days, your job is protected when you return. Your employer may not retaliate, interfere or discriminate against you for using FAMLI benefits. If something feels wrong, you can file a complaint by contacting the FAMLI division. If your claim is denied, you can file a reconsideration at myfamliplus.state.co.us.

Deductions From Employee Wages

The employee share of FAMLI premiums is set at 0.44% of employee wages through payroll deduction. Employers are responsible for collecting those deductions and remitting them appropriately.

How to File a Claim

Employers, their employees or their designated representatives can apply for FAMLI benefits by submitting an application, along with required documentation, directly to United of Omaha. Employers can't make employees apply for FAMLI benefits.

A claim can be filed by:

Calling 833-928-2179 to begin the process or by completing claim forms.

Claim forms are available at www.mutualofomaha.com/support/forms

Forms can be submitted online, completed and emailed to submitgroupPFML@mutualofomaha.com or mailed to:

United of Omaha Insurance Company
Group Insurance Claims
3300 Mutual of Omaha Plaza
Omaha, NE 68175-0001

For AbsencePro® Customers

You can submit your FMLA/short-term disability (STD)/PFML leave information to the Absence Management team via online absencepro.absencemgmt.com or phone 877-365-2666.

Applications may be submitted in advance of the absence from work, and in some circumstances, they may be submitted after the absence has begun. Employees can appeal claim determinations to the FAMLI division or to United of Omaha:

Group Insurance Claims Management, 8th Floor
Appeals Department
3300 Mutual of Omaha Plaza
Omaha, NE 68175

Learn more: famli.colorado.gov For assistance, call: 866-263-2654



Underwritten by
United of Omaha Life Insurance Company
A Mutual of Omaha Company