

**Second Regular Session
Seventy-fifth General Assembly
STATE OF COLORADO**

INTRODUCED

LLS NO. 26-0125.01 Renee Leone x2695

SENATE BILL 26-127

SENATE SPONSORSHIP

Bridges,

HOUSE SPONSORSHIP

Zokaie,

Senate Committees

Business, Labor, & Technology

House Committees

A BILL FOR AN ACT

101 **CONCERNING CHANGES TO PAID FAMILY AND MEDICAL LEAVE**
102 **DURATION EXTENSIONS.**

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)

With regard to the family and medical leave insurance (FAMLI) program, the bill:

- Defines a neonatal intensive care unit (NICU) for the duration extension that applies to a covered individual who has a child receiving care in a NICU; and
- Extends the duration of paid FAMLI leave for claims

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers indicate new material to be added to existing law.
Dashes through the words or numbers indicate deletions from existing law.

arising on or after January 1, 2027, up to an additional 2 weeks, following the death of a family member for whom a covered individual cared for while using such leave.

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, 8-13.3-503, **add**
3 (14.5) as follows:

4 **8-13.3-503. Definitions.**

5 As used in this part 5, unless the context otherwise requires:

6 (14.5) (a) "NEONATAL INTENSIVE CARE UNIT" MEANS AN
7 INPATIENT FACILITY THAT IS EQUIPPED TO PROVIDE CONTINUOUS,
8 SPECIALIZED MEDICAL CARE FOR CRITICALLY ILL OR MEDICALLY FRAGILE
9 INFANTS.

10 (b) "NEONATAL INTENSIVE CARE UNIT" INCLUDES AN INTENSIVE
11 CARE UNIT INTO WHICH AN INFANT IS TRANSFERRED DIRECTLY AFTER
12 BIRTH OR, IF THE TRANSFER IS DUE TO AN ESCALATION OF THE INFANT'S
13 MEDICAL NEEDS, FROM ANOTHER NEONATAL INTENSIVE CARE UNIT.

14 **SECTION 2.** In Colorado Revised Statutes, 8-13.3-505, **amend**
15 (1) as follows:

16 **8-13.3-505. Duration.**

17 (1) The maximum number of weeks for which a covered
18 individual may take paid family and medical leave and for which family
19 and medical leave insurance benefits are payable for any purpose, or
20 purposes in aggregate, under section 8-13.3-504 (2) in an application year
21 is twelve weeks; except that benefits are payable up to:

22 (a) An additional four weeks to a covered individual with a
23 serious health condition related to pregnancy complications or childbirth
24 complications; and

1 (b) For claims arising on or after January 1, 2026, an additional
2 twelve weeks to a covered individual who has a child receiving inpatient
3 care in a neonatal intensive care unit for the duration that the child is
4 receiving care in the neonatal intensive care unit; AND

5 (c) FOR CLAIMS ARISING ON OR AFTER JANUARY 1, 2027, AN
6 ADDITIONAL TWO WEEKS TO A COVERED INDIVIDUAL FOLLOWING THE
7 DEATH OF A FAMILY MEMBER FOR WHOM THE COVERED INDIVIDUAL USED
8 PAID FAMILY AND MEDICAL LEAVE TO PROVIDE CARE, PURSUANT TO
9 SECTION 8-13.3-504 (2), WHICH ADDITIONAL LEAVE MUST BE USED WITHIN
10 ONE YEAR FOLLOWING THE DEATH OF THE FAMILY MEMBER AND WITHIN
11 ONE YEAR OF THE END OF THE APPLICATION YEAR.

12 **SECTION 3. Safety clause.** The general assembly finds,
13 determines, and declares that this act is necessary for the immediate
14 preservation of the public peace, health, or safety or for appropriations for
15 the support and maintenance of the departments of the state and state
16 institutions.