

Colorado voters approved Proposition 118 in November 2020, creating a state-run paid family and medical leave insurance ([FAMLI](#)) program that is effective Jan. 1, 2024. Both employees and employers are required to pay into the Colorado plan.

As allowed by Colorado law, Lam provides you better benefits than the state provides.

## *What you need to know*

Lam has created a paid family and medical leave (PFML) plan for Colorado employees. Combined with Lam's short-term disability (STD) plan, **Lam provides benefits that are at a higher level** than the state-run program, at a cost to you that is similar to the state-run program.

- Beginning Jan. 1, 2024, all Lam employees in Colorado are enrolled automatically in the Lam Colorado PFML plan and in the Lam STD plan. **You cannot opt out.**
- PFML benefits are coordinated with STD benefits. For the Lam Colorado PFML plan, you will not pay any additional contributions in 2024. For the Lam STD plan, you pay 0.5% of the first \$159,000 of your pay each year (up to \$795).
- For comparison, the Colorado state plan would require you to pay 0.45% of the first \$168,600 of your pay (up to \$759).

## *How family and medical leave works in Colorado*

Under the state requirements for the PFML plan, you can take up to a total of 12 weeks of PFML in a 12-month period for these reasons:

- Family leave, which includes bonding after the birth or adoption of a child or time needed to care for a family member with a serious health condition
- Medical leave, to care for yourself when you have a serious health condition
- Safe leave, for survivors of sexual assault, domestic violence, harassment, or stalking
- Military family members (exigency)

However, your Lam PFML and STD coverage enable you to take even longer leaves and receive more money than you would get from the PFML plan alone.

### **There's a two-step process**

Because of the state requirements, you need to complete an extra step to begin a family or medical leave in Colorado. You will initiate your leave by contacting TRISTAR. The TRISTAR representative will then tell you what you need to do to apply for your Colorado PFML benefits through The Standard.

When you begin your leave, you may receive payments both from The Standard and from TRISTAR, depending on your wages (see examples below).

## The Standard will provide your Colorado PFML benefits

The Standard will provide your Colorado PFML benefits, as defined by state regulations tied to the state average weekly wage (SAWW), which is \$1,421.16 in 2023.

The weekly PFML benefit is calculated as:

- 90% of the portion of your average weekly wage that is less than or equal to 50% of the SAWW (\$711 in 2023)

*Plus:*

- 50% of the portion of your average weekly wage that is more than 50% of the SAWW

**See the examples below** for how this works.

The maximum weekly benefit amount is \$1,100 for leaves beginning before Jan. 1, 2025.

## TRISTAR will provide your STD benefits

TRISTAR will manage the details of your leave and will provide additional STD benefits to top up your payments as needed to align with these amounts, per Lam's policies:

- **Medical leave:** When you can't work because of your own medical condition (including pregnancy), your STD payments will supplement your PFML payments, so you receive **75% of your base pay for up to 180 days**. Generally, these STD payments are not taxed.\*
- **Family leave:** When you take time off to bond with a new baby or care for another family member, your STD payments will supplement your PFML payments, so you receive **100% of your base pay for up to 16 weeks**. Federal income tax will be withheld from your STD payments.\*

When you contact TRISTAR to initiate your leave, the representative can tell you more about the coordination of these payments.

---

### \* Note

There may be differences between how PFML payments and STD payments are taxed in Colorado.

---

## Examples

The following examples are based on this information:

- 2023 Colorado state average weekly wage (SAWW): **\$1,421** (the latest state information available)
- 50% of the SAWW: **\$711**
- 90% of half the SAWW (\$711 x 90%): **\$640**
- 2024 Colorado limit on weekly PFML payments: **\$1,100**

### Example: Medical leave

Eric is a Lam employee in Colorado who makes \$72,800 per year, or \$1,400 per week. His doctor certifies the need for a medical leave that lasts 20 weeks. His payments are generally not taxable.

<b>Weeks 1–12</b>		
PFML from The Standard	90% of half the state average weekly wage (SAWW) (\$711 x 90%)	\$640
PFML from The Standard	Half of the amount of Eric’s weekly base pay above 50% of the SAWW (\$689 x 50%)	\$344
PFML from The Standard	Weekly payment, capped at \$1,100 in 2024	\$984
STD from TRISTAR	The amount necessary to bring Eric to 75% of his weekly base pay (\$1,050 – \$984)	\$66
	<b>Weeks 1–12 weekly total</b>	<b>\$1,050</b>
<b>Weeks 13–20</b>		
PFML from The Standard	None, since PFML ends after 12 weeks	\$0
STD from TRISTAR	75% of Eric’s weekly base pay (\$1,400 x 75%)	\$1,050
	<b>Weeks 13–20 weekly total</b>	<b>\$1,050</b>

### Example: Family leave

Xiao is a Lam employee in Colorado who makes \$88,400 per year, or \$1,700 per week. He takes 16 weeks of family leave to bond with his new daughter. His payments are generally taxable.

<b>Weeks 1–12</b>		
PFML from The Standard	90% of half the state average weekly wage (SAWW) (\$711 x 90%)	\$640
PFML from The Standard	Half of the amount of Xiao’s weekly base pay above 50% of the SAWW (\$989 x 50%)	\$494
	Subtotal	\$1,134
PFML from The Standard	Weekly payment, capped at \$1,100 in 2024	\$1,100
STD from TRISTAR	The amount necessary to bring Xiao to 100% of his weekly base pay (\$1,700–\$1,100)	\$600
	<b>Weeks 1–12 weekly total</b>	<b>\$1,700</b>
<b>Weeks 13–16</b>		
PFML from The Standard	None, since PFML ends after 12 weeks	\$0
STD from TRISTAR	\$100% of Xiao’s weekly base pay	\$1,700
	<b>Weeks 13–16 weekly total</b>	<b>\$1,700</b>

## *Frequently asked questions*

### **Why can't I opt out of Lam's STD plan, as I could in the past?**

Under the law, all employees in Colorado must participate in the state's PFML plan or an employer plan.

Lam's PFML and STD plans work together to provide excellent benefits to Lam employees. The total amount you pay for both the Lam PFML plan and the Lam STD plan is similar to what you would have to pay for the Colorado state PFML plan—and your benefits are much better.

### **Could my costs increase in the future?**

In 2024, Lam is paying all costs for the PFML plan, and you pay up to \$795 per year for the STD plan. Under Colorado law, Lam must pay into the state-run plan and can collect contributions from your pay, up to the state limits. In the future, Lam may deduct PFML contributions from your pay.

### **Why are payments during a leave so complicated?**

Colorado created a specific structure for PFML payments, and Lam's plan must adhere to those requirements. However, Lam has chosen to provide a higher level of benefits to our employees, which is why our STD plan tops up the PFML payments to equal the benefits Lam provides all U.S. employees.

This is also why you need to file forms with both TRISTAR and The Standard to initiate a leave.

### **What should I do if I already have a claim set up with TRISTAR for my leave, which will go beyond or will begin after Jan. 1, 2024?**

You may be required to complete another set of documentation for the Lam Colorado PFML plan. Contact TRISTAR so they can provide instructions for how to apply for your Colorado PFML benefits through The Standard.

## *How to request a leave of absence*

If you plan to take a leave of absence, you should notify your supervisor at least one month prior to the leave (if foreseeable) or as soon as reasonably possible (when leave is not foreseeable).

After you've notified your supervisor, and as soon as you know the start date for your leave, **call TRISTAR at 844-610-1885 to file your claim**. Be prepared to supply the following information:

- Company name: Lam Research
- Employee ID or Social Security number
- Reason for your absence
- Expected start and end dates for your leave
- Your regular work schedule
- If your absence is related to illness or injury: the name, fax, and telephone number of the treating physician
- If you're caring for a qualified family member: their relationship to you

If appropriate, TRISTAR will provide instructions and the necessary forms for you to send to The Standard to apply for your Colorado PFML benefits.

## *Learn more*

Visit the Colorado [FAMLI website](#).

Visit [LamBenefits.com](#) for more information about your pay and benefits when [taking a leave of absence](#).

If you have questions, contact TRISTAR first at 844-610-1885. If appropriate, TRISTAR may refer you to The Standard to answer questions about your Colorado PFML benefits.