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**STATEMENT FOR THE RECORD BEFORE THE COLORADO DEPARTMENT OF LABOR  
& EMPLOYMENT, FAMLI DIVISION**

October 8, 2025  
Hunter Nelson, Colorado Director  
Small Business Majority

Thank you, Executive Director Marshall and Policy Unit Manager Grimes:

My name is Hunter Nelson. I'm the Colorado Director for Small Business Majority, a small business organization with offices nationwide, including here in Colorado. Our mission is to empower America's diverse entrepreneurs to build a thriving and equitable economy. I am here to share comments on the Colorado Family and Medical Leave Insurance Program (FAMLI) and its continued implementation.

Small Business Majority strongly supported the ballot initiative that established FAMLI, and we continue to be strong advocates to ensure it's working as intended for small business owners and their employees. As we approach the two-year anniversary of FAMLI benefits being available to Colorado workers, it's especially important to ensure that parents or caregivers with a baby receiving care in the neonatal intensive care unit (NICU) have access to an additional 12 weeks of paid leave.

Small business owners believe offering paid family and medical leave is not only the right thing to do, it's also good for business. With small businesses struggling to compete for talent with large companies that can offer attractive benefits packages to recruit and retain talent, FAMLI has helped level the playing field in Colorado. This new category of leave will make FAMLI work even better for the small business community. With an extra 12 weeks of leave for parents with a baby in the NICU, entrepreneurs and their employees can afford to take time away from work during a very difficult period in their lives. This is the right thing to do for both businesses and families.

We appreciate the opportunity to comment on this proposal, as it helps ensure that small business advocates and entrepreneurs can appropriately weigh in on rules that will impact them and their ability to access paid family and medical leave. As we approach the two-year anniversary of FAMLI benefits being available to Coloradans, your action on these proposed rules will further contribute to its successful implementation

Thank you,

Hunter Nelson  
Colorado Director  
Small Business Majority