

Know Your Rights

A Guide to Rehab and Employment in Colorado

1. Federal Family and Medical Leave Act (FMLA)

What it provides: Up to 12 weeks of unpaid, job-protected leave in a 12-month period after 180 days with your employer.

Who qualifies: Employees who have worked for their employer for at least 12 months and logged 1,250 hours in that time, at a workplace with 50+ employees within 75 miles.

How it applies to rehab: You can use FMLA for treatment of a serious health condition, including substance use disorder, when treatment is provided or referred by a health care provider.

Important: FMLA leave covers treatment, not active substance use. Your employer must keep your job protected while you're in approved leave.

2. Americans with Disabilities Act (ADA)

What it provides: Protection from discrimination due to a disability, including recovery from substance use disorder.

Who qualifies: Employees who are not currently using illegal drugs and are in treatment or recovery for substance use disorder.

What it means: Employers must provide reasonable accommodations, such as a modified schedule for counseling or medical appointments, unless doing so causes undue hardship.

Key point: You can't be fired or refused reasonable support just because you're in recovery.

3. Colorado Family and Medical Leave Insurance (FAMLI)

What it provides: Up to 12 weeks of paid leave (with partial wage replacement) and job protection for qualifying medical or family reasons.

Who qualifies: Most Colorado workers who have earned wages in the state and contributed to the FAMLI program.

How it applies to rehab: You may qualify for paid leave to enter or attend treatment for a serious health condition, such as substance use disorder, if certified by a health care provider.

Learn more: famli.colorado.gov

Your Next Steps

Talk with your HR department or FAMLI representative about your options.

Ask your health care provider to document your treatment plan if you need leave.

Remember: You have the right to seek treatment and return to work.

Need help now?

Call **988** for the Suicide & Crisis Lifeline, or visit **findtreatment.gov** for confidential treatment resources.