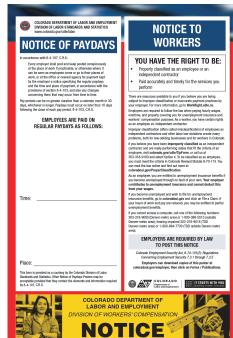
Colorado State Postings





IF YOU ARE INJURED ON THE JOB, YOU HAVE **RIGHTS UNDER THE COLORADO WORKERS'** COMPENSATION ACT. YOUR EMPLOYER

IS REQUIRED BY LAW TO HAVE WORKERS COMPENSATION INSURANCE. THE COST OF THE INSURANCE IS PAID ENTIRELY BY YOUR EMPLOYER, IF YOUR EMPLOYER DOES NOT HAVE WORKERS' COMPENSATION INSURANCE. YOU STILL HAVE RIGHTS UNDER THE LAW.

IT IS AGAINST THE LAW FOR YOUR EMPLOYER TO HAVE A POLICY CONTRARY TO THE REPORTING REQUIREMENTS SET FORTH IN THE COLOBADO WORKERS' COMPENSATION ACT. YOUR EMPLOYER IS INSURED THROUGH:

(Please write or type your insurance carrier name and contact information here.)

IF YOU ARE INJURED ON THE JOB, NOTIFY YOUR EMPLOYER AS SOON AS YOU ARE ABLE, AND REPORT YOUR INJURY TO YOUR **EMPLOYER IN WRITING WITHIN 10 DAYS AFTER** THE INJURY. IF YOU DO NOT REPORT YOUR INJURY PROMPTLY, YOU MAY STILL PURSUE A CLAIM.

ADVISE YOUR EMPLOYER IF YOU NEED MEDICAL TREATMENT. IF YOU OBTAIN MEDICAL CARE, BE SURE TO REPORT TO YOUR EMPLOYER AND HEALTH-CARE PROVIDER HOW, WHEN, AND WHERE THE INJURY OCCURRED.

YOU MAY FILE A WORKER'S CLAIM FOR COMPENSATION WITH THE DIVISION OF WORKERS' COMPENSATION. TO OBTAIN FORMS OR INFORMATION REGARDING THE WORKERS' COMPENSATION SYSTEM, THE CUSTOMER SERVICE CONTACT INFORMATION FOR THE DIVISION OF WORKERS' COMPENSATION IS:

Division of Workers' Compensation



633 17th Street, Suite 400 Denver, CO 80202 303-318-8700 1-888-390-7936 (Toll-Free)

cdle.colorado.gov/dwc

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Colorado Workplace Public Health Rights Poster: PAID LEAVE, WHISTLEBLOWING, & **PROTECTIVE EQUIPMENT**

Updated July 14, 2023: may be updated periodically

THE HEALTHY FAMILIES & WORKPLACES ACT ("HFWA"): Paid Leave Rights

- age: All Colorado employers, of any size, must provide paid leave All employees earn 1 hour of paid leave per 30 hours worked ("accrued leave"), up to 48 hours a year.
- ,..., -p. us no mouth a year.
 Employees are required to be paid their regular pay rate during leave, and the employer must continue their banefits.
- For details on specific situations (irregular hours, non-hourly pay, etc.), see Wage Protection Rule 3.5, 7 CCR 1103-7.

Up to 80 hours of supplemental leave applies in a public health emergency (PHE), until 4 weeks after the PHE ends *

ees can use accrued leave for the folk safety or health needs: ental or physical illness, injury, or health dition that prevents work, including diagnosis or

mestic abuse, sexual assault, or criminal rassment leading to health, relocation, legal, or her annices meeter.

harassi other e

(caring for a family member experiencing a co described in category (1) or (2); grieving, funeral/memorial attendance, or financial/legal needs after a death of a family member:

termine, due to inclement weather, power/heat/water loss, or bler unexpected occurrence, the employees needs to either (a) evacuate their residence, or (b) care for amily member whose school or place of care was

namily mer in a PHE, a public official closed the workplace, or the school or place of care of the employee's child.

Employer Policies (Notice; Documentation; remental Use; Privacy; and Paid Leave Record

stremental User, Privatery, and Paid Learne Record Written notice and posters. Employers must (r) provide natice to new employees no later than oth enhoarding documents/policies; and (2) display updrate poterse; and provide updrated notices to current employees, by end of year.

unent employees, by end or year. obtion for "foreseeable" leave. Employers may dopt "reasonable procedures" in writing as to how mployees should provide notice if they require foreseeable" exervs, but cannot deny paid leave for oncompliance with such a policy.

An employer can require documentation to sho that accrued leave was for a qualifying reason only if leave was for four or more consecutive work days (*i.e.* days when an employee would hav worked, not calendar days).

worked, not calendar days). Documentation is not required to take accrued eave, but can be required as scon as an employee eavers to work or separates from work (whichever econor). No documentation can be required for

sconer). No do PHE leave.

PAGE Laws, another than the law of PAGM to be provided and the complexity of the employee's thanky members's beatling the employee's thanky members's beatling the employee's thanky members's beatling the second second second second second second second second were received and a document can be abattered in monocolds the med of the second second second addressing the provided second second document or writing under (11 above, or large document the second second to employees within second second second and the provided second second and the second provided second and the second second and the second second to the second second and the second second and the second second to the second second and the second second second and the second second to the second second and the second second second and the second second to the second second and the second second to the second second and the se

This Pester summarizes two Colorado workplace public health laws: C.R.S. § 6-13.3-401 et ease, (pabl izene), and C. § 5-14.4-101 et ease, (pabl izene), and C. § 5-14.5-101 et ease, (pabl izene), and (pab

*In a PHE, employees gain additional hours of leave for inability to work, testing, quarantining, caring for family in such stuations, and related needs. No PHE is now in effect; this poster will be updated if one is declared. submitting that interference of the interference, and pain the requirement of the interference of the inte

Colorado Law Prohibits Discrimination in: EMPLOYMENT C.R.S. § 24-34-401 et sea. IT SHALL BE A DISCRIMINATORY OR UNFAIR EMPLOYMENT PRACTICE: RETALIATION PROHIBITED — C.R.S. § 24-34-402(e) It is a discriminatory act to retailate against a person who opposes a discriminatory practice or who participates in a discrimination investigation, proceeding or hearing. to REFUSE TO HIRE, to DISCHARGE, PROMOTE or DEMOTE, to HARASS during the control of SHARING WAGE INFORMATION a the course of employment, or to discriminate IN MATTERS of ENSATION, TERMS, CONDITIONS, PRI/LEGES of employment PROTECTED - C.R.S. § 24-34-402(I) An employer shall not discharge, discipline, discriminate against, coerce, intimidate, threaten, or interfere with an piloyee or person due to an inquiry, disclosure or discussion wages. An employer shall not require an employee to waive the right to disclose wage information. BECAUSE OF: BECAUSE UF: ISABILITY, RACE, CREED, COLOR, SEX, SDUIAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION, RELIGION, AGE, NATIONAL ORIGIN OF ANCESTRY, MARITAL STATUS, or, In ertain circumstances, MAPRIAGE TO A CROWN Act of 2020: REASONABLE

ich is necessary to perform the sential functions of the job. An nmodation is not reasonable if its PREGNANT WORKERS FAIRNESS ACT — C.R.S. § 24-34-402.3

ployee with a health condition(s) ted to pregnancy or physical ry from childbirth is entitled to a reasonable accommodation(s) recessary to perform the essent ctions of the job. An accommod not reasonable if its provision w fship

ALLC 20250115

WC50 Rev 08/22

COMPLAINTS MUST BE FILED WITHIN 300 DAYS AFTER THE ALLEGED DISCRIMINATORY ACT OCCURRED.

rision Director, Aubrey Elenis, Esq. ccrd.colorado.gov



COLORADO Department of Labor and Employment

Uniforms: Can't charge or require deposits for special uniforms, special cleaning, or ordinary wear and tear

Other deductions: Only for items in CRS 8-4-105; not for poor work, breakage, quitting without notice, etc.

Time Worked: All on-duty or on-premises

Checking in or out (timeclock, security or safety screening, etc.), or waiting to do so

Receiving or sharing work information, or wait for tasks - but not just 61-64uty time on premises
 Travel for employer benefit – but not normal commuting (Rule 1.9.2)

Sleep time required to be on-site – but not if lengthy and uninterrupted (Rule 1.9.3)

w vn m man, Lurascott. Starting in 2023, employers may begin deducting up to 0.45% frem employees' wages for FAMLI contributions. This can be donn through a simple paryoil deduction, and employees will notice the deduction may be regular applications. Enginess are are experimented for postedient the deductions and somiting item into the FAMLI Davisan on behalf of their employees can ea partner.

Making arrangements for a raming memoer's mutary oppoyment. Obtaining safe housing, care, and/or legal assistance in response to domestic violence, stalking, sexual assault, or sexual abuse. overed employees are entilled to up to 12 weeks of paid family and decial leave privace individuals with serious health conditions

caused by pregnancy complications or childbirth complications are entitled to up to 4 more weeks of paid family and medical leave per yea for a total of 16 weeks.

we may be taken continuously, intermittently, or in the form of a

.ex screauxe. a will be paid at a rate of up to 90% of the employee's average Wy wage, based on a silding scale. Employees may estimate th fits by using the benefits calculator available at famil.colorado

benefits by using the benefits calculater available at term Lockerado.gov You don't have to work for your employer a minimum amount of time in order to quarify to praid family and metical laxee benefits. If FAMLI leave is used for a reason that also qualifies as leave under the foderal FMLA, then the leave will also count as FMLA leave used.

Employees may choose to use sick leave or other paid time off be using FAMLI benefits, but they are not required to do so.

Employers and employees may mutually agree to supplement FAMU benefits with sick leave or other paid time off in order to provide full wave reducement

SP-CO-E

Caring for a family member with a serious he Caring for your own serious health condition

time that must be paid (Rule 1.9 Cleanup or setup (examples: put on or remove clothes, or gear, worn only at work)

Contact Us:

For all laws, guidance, & compliaints:

An employee can't be required to find a "replacement worker" or job coverage when taking paid leave. taking paid leave. An employer cannot fire, threaten, or otherwise retailate against, or interfere with use of leave by an employee who: (1) requests or takes HFWA leave; (2) informs or assists another person in exercising HFWA (rphts; (3) files a HFWA complicity or (4) cooperates/assists in investigation of a HFWA

If an employee's reasonable, good-faith HFWA complaint, request, or other activity is incorrect an employer need not agree or grant it, but cannot act against the employee for it. Employees can face correspuences for missiong leave.

consiguroses for misusing interes. PROTECTED HEALTH/SAFETY EXPRESSION & WHISTLEBLOWING ("PHEW"): Worker Rights to Express Workplace Health/Safety Concerns & Use Protective Equipment Covering: All Employees and Employees, Flus Sertial independent Catalocia

PHEW covers not just "employers" and "employees, but all "principals" (an employer or a business with at least 5 independent contractors) and "workers"

Heles to move-mployees or independent commune-frincherf). rker Rights to Oppose Workplace Health/Safety <u>Violations:</u> ---nivet, or interfere with, It is unlawful to retailiate against, or interfere with the following acts:

he following acts: Training reasonable concerns, including informally, to the probability development gevernment, or the public, about workplace waldsmort agreement hauth or safety rules, or a significant workplace health or safety threat, opposing or testifying, essisting, or participating in a substitution for about restalization for, or interference with, the above-healtd conduct.

work-listed conduct. A principal need not address a worker's PHEM-related concern, but it still cannot fire or take other action against file worker for naising such a concern, as long as the concern was reasonable and in good-faith.

kers' Rights to Use Their Own Personal Protective Equipment ("PPE");

Protective Equipment ("PPE-2; A worker must be allowed to voluntarily wear their own PPE (mask, facequard, glores, etc.) if the PPE (1) provides more protection than equipment provides at the workginor, (if secondmended by and government health aginory (fictional, state, or local, and (3) does not make the worker unable to do the job.

COMPLAINT RIGHTS (under both HFWA & PHEW)

Report violations to the Division as complaints or anonymous tips, or file in court after exhausting pre-lawsult remedies.

Complaints:

rs: C.R.S. § 8-13.3-401 et seq., (paid leave), and C.R.S. ig amendments current as of the date of this poster. It

IVISION OF LABOR STANDARDS & STATISTICS, ColoradoLaborLaw.go cdle labor standards@state.co.us, 303-318-8441 / 888-390-7936.



TO FILE A COMPLAINT OF DISCRIMINATION, OR FOR MORE INFORMATION CONTACT THE COLORADO CIVIL RIGHTS DIVISION; 1560 BROADWAY, LOBBY WELCOME CENTER, SUITE # 110, DENVER, CO 80202

MAIN PHONE: 303-894-2997; HOTLINE ESPANOL: 720-432-4294; TOLL-FREE: 800-282-4845; WTTD RELAY: 711; FAX: 303-894-7830; EMAIL: DORA. OCROBISTATE.CO.US EMPLOYMENT DISCRIMINATION

Compliance Date January 2025

COLORADO WAGE & HOUR RIGHTS & RESPONSIBILITIES:

The COMPS Order (Colorado Overtime & Minimum Pay Standards) Poster & Notice

Effective 1/1/2025 Overtime: 11/2 regular rate after 40 weekly hours, or 12 daily or consecutive (Rule 4) Colorado Minimum Wage: \$14.81 per hour in 2025, updated yearly (COMPS Rule 3) Meal Periods: 30 minutes uninterrupted & duty-free, in shifts over 5 hours (Rule Can't give time off instead of overtime pay; can't average overtime and non-overtime weeks (or days) Avaiutime Overtime offer 49 hour Must pay at least minimum way for all time worked, whether by hour, salary, commission, piece Can be unpaid only for employee completely relieved of duty, and allowed do personal activities hour, salary, commension, prove rate, etc. Use the highest minimum wage applicable; <u>ColoradoLabort.aw.gov</u> lists all local minimum wages 15% lower is allowed for unemancipated minors — but not for some local minimum wage If work doesn't allow uninterrupted meal periods: must allow eating on duty, on paid time (or days) • Agriculture: Overtime after 48 hours: (56 at some highly seasonal sites); extra breaks and pay on long days • Some (not all) jobs in health, ski, and heavy vehicles are partly or fully exempt (Rules 2.3-2.4) anow eating on duty, on paid un As much as practical, meal periods must be at least 1 hour after starting shifts, and 1 hour before ending Rest Periods: 10 minutes, paid, every 4 hours (Rule 5.2) #Work Hours: Up to 2 >2, up to 6 >6, up to 10 >10, up to 14 >14, up to 18 >18, up to 22 >22 #Rest Periods: 0 • Need not be off-site, but must not include work, and should be in the middle of the 4 hours if practical Extra pay is owed for rest period time not authorized or permitte 2 6 5 Rest periods count as time worked, including for minimum wage and Break rules differ fo some agricultural w (Rule 2.3, & the Agricultural Labor Conditions Bules) minimu including for employees not paid hourly Deductions, Credits, Charges, & Withheld Pay (Rule 6, & Colorado Wage Act) • Final pay: Owed promptly (if a termination by employer) or at next pay date (if employee resigned) Exemptions from COMPS (Rule 2.2 lists all; highlights below) • Executive/supervisor, administrator, or professional: \$56,485 (updated yearly) in salary (not hourly pay) Unused vacation: Must pay to departing employees, even if fired for cause or resigned without notice Tip credit: Can lower hourly pay up to \$3.02 if tips (not service charges) aren't diverted to untipped staff 3co,oco updatel yearigh is alary (not noum) pary of ther high-level work; non-maximal jobs paid 2½ times the above salary; 15 owners who actively manage Some (not al) adespeciple, computer protestionals, drivers, campioutidoor ed staff, or property managers Duties to pay wages, including most limits on deductions, still appl if eventy from CMPPS Meals: Can charge cost or value (without profit) of voluntarily accepted meals Lodging: Can charge \$25-\$100 weekly (by housing type) if voluntary and primarily for employee benefit

Employer Responsibilities (Rule 7)

- Give employees pay statements (total pay, rate, tips, credits, and time worked), and keep for 3 years
- Creatins, and alme worked), and keep or 3 years Display this poster/hotice where easily seen (or give to employees); also include in any handbook/manual Use translations (available from this Division) of this poster/hotice for employees with limited English
- Not giving (or undercutting) posters or notices may disallow employer credits, deductions, or exemptions individuals with control over work may be liable for w

Complaint & Anti-Retaliation Rights (Bule 8)

- File complaints in the Division or Court, or send the Division confidential tips
 Retailation, or actions interfering with rights, may yield fines or other consequences
- Immigration status is irrelevant to these rights, and can't be used to interfere with rights

DIVISION OF LABOR STANDARDS & STATISTICS

This notice In other Languages: cdle.colorado.gov/



Your state has n's own maximum wage law which requires posting a notice regarding the aspects of that has. Employers are at required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor Fair Labor Standards Act in addition to this stat posting. According to the Dept. of Labor; where Federal and state law have different minimum wage rates, the higher standard

This Posting is for Informational Purposes Only

FAMLI Program Notice Updated December 2023 famli.colorado.gov Deductions from Employee Wages start January 1, 2023 • The employee share of FMU premiums is set at 0.45% of en-warms throwshi 2020. For 2025 and harvest the director of the **Filing Claims** anuary 1, 2023 The employee share of FAUL premiums is set at 0.4% of employee wayse through 2024. For 2025 and beyond, the director of the FAML Division sets the premium rule according to a formula based on the move employees indicated and the comparison of the set of the move employees indicated and the comparison of the set of the origination of the set of the CAS. All employees with and that of the or-employees are only responsible for sending the 0.4%, employee share to the 744A Unions. Benefits will be available starting January 2024. I how to apply for benefits are available at <u>familize</u> Employees or their designated representatives ap benefits by submitting an application and any req documentation through My FAMLI+, available at famil.colorado.gov.

- tamm.courses.gav. Applications may be submitted in advance of the absence from work, and in seren circurstances, they may be submitted after the absence has begun. Approved applications will be paid by the FAML Division within hav weeke after the claim is properly filed, and weekly thereafter for the duration of the approved leave.
- Employees can appeal claim determinations to the FAMLI Division
- Individuals who attempt to defraud the FAMLI program may be disqualified from receiving benefits.

Job protection and continued benefits

Employers may not interfere with employees' rights under FAMU, and may not discriminate or retailate against them for exercising those rights, including taking FAMLI leave, taiking to others about FAMLI, and filing complaints of FAMLI violations. An employee who has worked for the employer for at least 180 days is entitled to return to the same position, or an equivalent position, upon their return from FAMLI leave.

Retaliation, Discrimination, and Interference Prohibited

Employers may not interfere with employees' rights under FANLI, and may not discriminate or retailate against them for exercising those rights.

Other Important Information

An employer may offer a private plan that provides the same benefits as the state FAMLI plan, and imposes no additional costs or restrictions. Private plans must be approved by the costs or rest FAMLED Misi I CANE I

COLORADO Territy and Medical Leave



