

Colorado State Postings



NOTICE OF PAYDAYS

In accordance with 8-107, C.A.S., Every employer shall post and keep posted conspicuously at the place of work, or electronically, or otherwise where it can be seen an employees can go to for their place of work, or at the office or nearest agency for payment left by the employer a notice specifying the regular paydays and the time and place of payment, in accordance with the provisions of section 8-103, and also any changes concerning them that may occur from time to time.

EMPLOYEES ARE PAID ON REGULAR PAYDAYS AS FOLLOWS:

Time: _____

Place: _____

This form is provided as a courtesy by the Colorado Division of Labor Standards and Statistics. Other Notices of Payday Postings and Information are available on their website.

NOTICE TO WORKERS

YOU HAVE THE RIGHT TO BE:

- Properly classified as an employee or an independent contractor
- Paid accurately and timely for the services you perform

There are resources available to you if you believe you are being subject to improper classification or inaccurate payment practices by your employer. For more information, go to www.cdle.com. Employees are required to show that they were properly paid wages, overtime, and properly covering you for employer's insurance and workers' compensation purposes. As an employer, you have certain rights as an employer, independent contractor.

EMPLOYERS ARE REQUIRED BY LAW TO POST THIS NOTICE.

Colorado Employment Security Act, 8-74(10)(2); Regulations Concerning Employment Security, 7-3 Through 7.3.5

Employers can download copies of this poster at www.cdle.com.

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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

Coverage: All Colorado employees, of all sizes, must receive paid leave.

- All employees earn 1 hour of paid leave per 40 hours worked ("accrued leave"), up to 40 hours a year.
- Employees are required to use their regular pay rate during leave, and the employer must continue their benefits.
- In a 48-hour unexcused absence leaves carry over for use during the next year.
- For details on specific situations (pregnant leave, non-work injury, etc.), see Wage Protection Rules 3.5, 3.6, 3.7, 3.8, 3.9, 3.10, 3.11.
- Up to 40 hours of supplemental leave applies to a public health emergency (PHE), until 4 weeks after the PHE ends.

Employers can not avoid leave for the following situations:

- (1) a mental or physical illness, injury, or health condition that prevents work, including diagnosis or preventive care;
- (2) domestic abuse, sexual assault, or criminal harassment, including law enforcement, legal, or other services needed;
- (3) caring for a family member experiencing a condition defined in category (1) or (2);
- (4) grieving, bereavement, mental distress, or financial/legal needs after a death of a family member;
- (5) a PHE, a public official closed the workplace, or the school or place of care of the employee's child;

PROTECTED HEALTH/SAFETY EXPRESSION & WHISTLEBLOWING ("PHEW"): Worker Rights to Express Workplace Health/Safety Concerns & Use Protective Equipment

Key Provisions:

- PHEW covers not just "employees" but also "workers" (any individual independent contractors working for a "principal").
- PHEW covers not just "employers" but also "principals" (any individual or business with at least one independent contractor working for a "principal").
- PHEW covers not just "workplaces" but also "workplaces" (any place where a worker performs their job duties).
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COMPLAINT RIGHTS (under both HFWA & PHEW)

Report a violation to the Division of Labor Standards and Statistics (DLSS) by filing a complaint or anonymous tip, or file a claim for back pay or other relief.

Division of Labor Standards & Statistics, ColoradoLaborLaw.gov, cdle_labor_standards@state.co.us, 303-318-8441 / 888-390-7936.

COLORADO OVERTIME & MINIMUM PAY STANDARDS ORDER ("COMPS Order") #39, POSTER & NOTICE

Effective 1/1/24: must update annually; new poster available each December

Colorado Minimum Wage: \$14.42/hour in 2024, \$15.00/hour in 2025.

Overtime: 1 1/2 times regular pay rates for hours over 40 weekly, 12 daily, or 12 consecutive (Rule 4).

Meal Periods: 30 minutes uninterrupted and duty-free, for shifts over 5 hours (Rule 1.9).

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
Rate:	1	2	3	4	5	6	7

Time Worked: Pay for time employees allow performing labor/service for their benefit (Rule 1.9).

Exemptions from COMPS (Rule 2.2 lists them; key exemptions are below)

- Executive/professional, administrative, and professional paid at least \$45,000 annually.
- Highly compensated non-manual laborers paid at least 2.25 times the above salary (\$32,250 to \$45,000).
- 20% owners, or a proportion of the highest-paid highest-ranked owners, of a business.
- Various child labor or other exemptions.

Record-Keeping & Notice of Rights (Rule 5)

Employers must keep all records and keep for three years statements that include time worked, pay rate (including any paid premiums), and total pay.

Employers must display when easily accessible, or in plain text (such as for remote workers), provide written notice of their wage and overtime rates, and provide a copy of this poster to all employees.

Complaint & Anti-Retaliation Rights (Rule 6)

Employees can file a complaint with the Division of Labor Standards and Statistics (DLSS) by filing a complaint or anonymous tip, or file a claim for back pay or other relief.

Division of Labor Standards & Statistics, ColoradoLaborLaw.gov, cdle_labor_standards@state.co.us, 303-318-8441 / 888-390-7936.

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 COLORADO 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.

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

Colorado Law Prohibits Discrimination in EMPLOYMENT

C.R.S. § 24-34-401 et seq.

IT SHALL BE AN DISCRIMINATION OR UNLAWFUL EMPLOYMENT PRACTICE:

TO REFUSE TO HIRE, TO DISCHARGE, TO PROMOTE OR DEMOTE, TO HARASS during the course of employment, or TO DISCRIMINATE IN MATTERS OF COMPENSATION, TERM, CONDITIONS, OR FRINGE BENEFITS OF EMPLOYMENT.

REASONABLE ACCOMMODATIONS FOR DISABILITIES:

An employer with a disability is entitled to a reasonable accommodation (or modification) to perform the essential functions of the job. An accommodation is not reasonable if its provision would result in an undue hardship on the employer's business.

PREGNANT WORKERS FAIRNESS ACT — C.R.S. § 24-34-402.3

An employer with a health condition(s) related to pregnancy or childbirth is entitled to a reasonable accommodation(s) necessary to perform the essential functions of the job. An accommodation is not reasonable if its provision would result in an undue hardship on the employer's business.

TO FILE A COMPLAINT OF DISCRIMINATION OR FOR MORE INFORMATION CONTACT THE COLORADO CIVIL RIGHTS DIVISION: 1560 BROADWAY, LOBBY WELCOME CENTER, SUITE # 1110, DENVER, CO 80202

MAIN PHONE: 303-894-2967
TOLL-FREE: 1-800-725-6284
TOLL-FREE: 800-262-4845
VTD: RELAY: 711; FAX: 303-894-7630; BLIND: 303-894-7630

CLAIMS ASSERTING EMPLOYMENT DISCRIMINATION OR FOR FILED AS A FORMAL COMPLAINT WITHIN 30-DAYS FROM NOTICE OF THE EMPLOYMENT ACTION.

Division Director, Audrey Blanks, Esq.
cdcl.colorado.gov 10/2023

2023 FAMILI Program Notice

Deductions From Employee Wages start January 1, 2024:

- The Employer's share of FAMILI premiums is set at 0.40% of employee wages through 2024. For 2025 and beyond, the employer's share of FAMILI premiums will be 0.40% of employee wages.
- Starting in 2025, employees may begin deducting up to 0.40% from employees' wages for FAMILI contributions. This can be done through a simple payroll deduction, and employees will receive the deduction on their regular paychecks. Employees are responsible for collecting those deductions and sending them into the FAMILI Division on behalf of their employees once a quarter.

Job protection and continued benefits

- Employees must maintain health care benefits while they are on FAMILI leave, and both the employee and the employer remain responsible for paying the costs of those benefits in the same amounts as before the leave.
- An employee who has worked for the employer at least 180 days is entitled to return to the same position, or an equivalent position, upon their return from FAMILI leave.

Other Important Information

- An employer may offer a private plan that provides the same benefits as the state FAMILI plan, and improve on additional costs or restrictions. Private plans must be approved by the FAMILI Division.
- Employees and employers are encouraged to register FAMILI violations to the FAMILI Division.

ADP

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