

### COLORADO Labor Laws

Since 1953		• Pa
		There are resources available to you if you believe you are be <u>WorkRight.cdle.co</u> . Employers are required to follow the law when paying hourly under the source of the
	<u>- 46 46 48 48 48 48 48 48 48 48 48 48 48 48 48 </u>	worker, you have certain rights as an <i>employee vs. independe</i> Improper classification (often called misclassification) of em and for workers in Colorado.
	, Division of Labor Standards & Statistics	If you believe you have been <b>improperly classified</b> as an in colorado.gov/cdle/TipForm, or call us at 303-318-9100 ar read the law online and find out more at coloradoui.gov/P
	) #39, POSTER & NOTICE	As an <i>employee</i> , you are entitled to unemployment insurance insurance and cannot deduct this from your wages. If you become unemployed and wish to file for unemployme
	<u>Effective 1/1/24</u> : must update annually; new poster available each December	entitled to partial unemployment benefits. If you cannot access a computer, call one of the following nu 9016 (TDD Denver-metro area) or 1-800-894-7730 (TDD out
<ul> <li>Colorado Minimum Wage: inflation-adjusted annually; \$14.42/hour in 2024, (Rule 3)</li> <li>Employees must be paid at least minimum wage (whether hourly, salary, commission, piecework, etc.) unless exempt</li> </ul>	<ul> <li>Deductions, Credits, Charges, &amp; Withheld Pay (Rule 6, and Article 4 of C.R.S. Title 8)</li> <li>Final pay: Owed promptly (if a termination by employer) or at next pay date (if employee resigned)</li> </ul>	EMPLOYERS AF
<ul> <li>Unemancipated minors can be paid 15% less than full minimum wage</li> <li>Use the highest minimum wage that applies; all local minimum wages are posted at <u>ColoradoLaborLaw.gov</u></li> </ul>	<ul> <li>Vacation pay: Departing employees must be paid all accrued and unused vacation pay, including paid time off usable for vacation, without deducting or declaring forfeiture based on cause for termination, lack of resignation notice, etc.</li> <li>Deductions from pay: Allowed if listed below or in C.R.S. 8-4-105 (including deductions required by law, in a written</li> </ul>	Colorado Employment S Employers can download
<ul> <li>Overtime: 1½ times regular pay rates for hours over 40 weekly, 12 daily, or 12 consecutive (Rule 4)</li> <li>Overtime is required <i>each</i> week over 40 hours, or day over 12, even if 2 or more weeks or days <i>average</i> fewer hours</li> </ul>	agreement for the benefit of the employee, for theft in a police report, or for property loss after audit/notice) <ul> <li>Tip credits: Employers can pay up to \$3.02 below the highest applicable minimum wage (Colorado or local), if: (a) tips</li> </ul>	CO/CDLE
<ul> <li>Employers cannot provide time off ("comp time") instead of time-and-a-half premium pay for overtime hours</li> <li>Key variances/exemptions (all are detailed in Rules 2.3-2.4):</li> </ul>	<ul> <li>(not mandatory service charges) raise pay to full minimum, &amp; (b) tips aren't diverted to non-tipped staff/owners</li> <li>Meal credits/deductions: Allowed for the cost or value (without employer profit) of voluntarily accepted meals</li> <li>Lodging credits/deductions: Allowed if housing is voluntarily accepted by the employee, primarily for the employee's (not</li> </ul>	
<ul> <li>Modified overtime in a small number of health care jobs; exemption for certain heavy vehicle drivers</li> <li>No 40-hour weekly overtime in downhill ski/snowboard jobs (but 56-hour overtime for many under federal</li> </ul>	<ul> <li>the employer's) benefit, recorded in writing, and limited to \$25 or \$100 per week (based on housing type)</li> <li>Uniforms: Must be provided at no cost unless they are ordinary clothes without special material or design; employers</li> </ul>	Discrimination
law) — Agriculture: overtime after 48-56 hours (based on size and seasonality); extra breaks and pay on long days	must pay for any special cleaning required, and cannot require deposits or deduct for ordinary wear and tear <b>Exemptions from COMPS</b> (Rule 2.2 lists all; key exemptions are below)	Discrimination
<ul> <li>Meal Periods: 30 minutes uninterrupted and duty-free, for shifts over 5 hours (Rule 1.9)</li> <li>Can be unpaid, but only if employees are completely relieved of all duties, and allowed to pursue personal activities</li> <li>If work makes uninterrupted meal periods impractical, eating on-duty must be permitted, and the time must be paid</li> </ul>	<ul> <li>Executives/supervisors, administrators, and professionals paid at least a salary (not hourly wages) of \$55,000 in 2024 (then inflation-adjusted in future years), except \$33.17/hour for highly technical computer work</li> <li>Other highly compensated, non-manual-labor employees paid at least 2.25 the above salary (\$123,750 in 2024)</li> </ul>	Colo
<ul> <li>To the extent practical, meal periods must be at least 1 hour after starting and 1 hour before ending shifts</li> <li>Rest Periods: 10 minutes, paid, every 4 hours (Rule 5.2)</li> </ul>	<ul> <li>20% owners, or at a nonprofit the highest-paid/highest-ranked employee, if actively engaged in management</li> <li>Various (not all) types of salespersons, taxi drivers, camp/outdoor education field staff, or property managers</li> </ul>	IT SHALL E
#Work         Up to 2         >2, up         >6, up         >10, up         >14, up         >18, up         >22           Hours:         to 6         to 10         to 14         to 18         to 22         >2	Record-Keeping & Notices of Rights (Rule 7)         • Employers must give all employees (and keep for three years) pay statements that include time worked, pay rate	to REFUSE TO HIRE, to DISCHARGE, to PROMOTE or DEMOT
#Rest         0         1         2         3         4         5         6           Periods:	<ul> <li>(including any tips and credits), and total pay</li> <li>This year's poster must be displayed where easily accessible, or if not practical (such as for remote workers), provided within one month of beginning work and when employees request a copy</li> </ul>	DISABILITY, RACE, CREED, COLOR, SEX, SEXUAL ORIENTATIO
Need not be off-site, but must not include work, and should be in the middle of the 4 hours to the extent practical	<ul> <li>Employers must include a copy of this poster, or the COMPS Order, in any employment handbook or manual</li> <li>Violation of notice of rights rules (posting or distribution), including by providing information undercutting this poster,</li> </ul>	RE An employee with a disability is entitled to a reasonable ac
<ul> <li>Rest periods are time worked for minimum wage and overtime purposes, and if employers do not authorize and permit rest periods, they must pay extra for time that would have been rest periods, including for non-hourly-paid employees</li> <li>Key variances/exemptions:</li> </ul>	may yield fines and/or ineligibility for employee-specific credits, deductions, or exemptions in COMPS Complaint & Anti-Retaliation Rights (Rule 8)	Preg
<ul> <li>In some circumstances, 10-minute rest periods can be divided into two of 5 minutes (Rule 5.2.1)</li> <li>Agriculture: certain work requires more breaks; other is exempt (Rule 2.3, &amp; Agricultural Labor Conditions</li> </ul>	<ul> <li>Employees can send the Division (contact info below) complaints or tips about violations, or file lawsuits in court</li> <li>Employers cannot retaliate against, or interfere with, employees exercising their rights</li> <li>Anonymous tips are accepted; anonymity or confidentiality are protected if requested (Wage Protection Rule 4.7)</li> </ul>	An employee with a health condition(s) related to pregn functions of the job. An accommod
Rules) Time Worked: Pay for time employers allow performing labor/service for their benefit	<ul> <li>Anonymous ups are accepted; anonymity or commentanty are protected in requested (wage Protection Rule 4.7)</li> <li>Owners and other individuals with control over work may be liable for certain violations — not just the business, even if the business is a corporation, partnership, or other entity separate from its owner(s) (Rule 1.6)</li> </ul>	It is a discriminatory act to retaliate against a person
<ul> <li>(Rule 1.9)</li> <li>All time on-premises, on duty, or at workplaces (but not just letting off-duty employees be on-premises), including:         <ul> <li>putting on/removing work clothes/gear (but not clothes worn outside work), cleanup/setup, or other</li> </ul> </li> </ul>	<ul> <li>Immigration status is irrelevant to these labor rights: the Division will not ask or report status in investigations or rulings, and it is illegal for anyone to use immigration status to interfere with these rights (Wage Protection Rule 4.8)</li> </ul>	SHARING An employer shall not discharge, discipline, discriminate wages. An emplo
off-clock duty, — waiting for assignments at work, or receiving or sharing work-related information,	This Poster is a summary and cannot be relied on as complete labor law information. For all rules, fact sheets, translations, questions, or complaints, contact:	Discrimination on the basis of one's race includes hair textu tight
<ul> <li>security/safety screening, or clocking/checking in or out, or</li> <li>waiting for any of the above tasks.</li> <li>Travel for employer benefit is time worked; normal home/work travel is not (details in Rule 1.9.2)</li> </ul>	DIVISION OF LABOR STANDARDS & STATISTICS, ColoradoLaborLaw.gov, cdle_labor_standards@state.co.us, 303-318-8441 / 888-390-7936	TO FILE A COMPLAINT OF DISCRIMINA
• Sleep time, if sufficiently uninterrupted and lengthy, can be excluded in certain situations (details in Rule 1.9.3)		1560 BROADV MAIN PHONE: 303 RI
		EMPLOYMENT DISCRIMINATION COMPLAIN
> 36 30 36 36 36 36 36 36 36 36 36 36 36 36 36		Division Director, Aubrey Elenis, Esq.
<b>NOTICE:</b> This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.	he Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an	
THIS NOTICE IS FOR INFORM	MATIONAL PURPOSES ONLY.	Payday
Public Health Rights	or and Employment	COLON DI
	or and Employment ublic Health Rights Poster: Updated July 14, 2023	www.colorado.gov/cdle/labor
PAID LEAVE, WHISTLEBLOW	ING, & PROTECTIVE EQUIPMENT may be updated periodically	
THE HEALTHY FAMILIES & WORKPLACES ACT ("HFWA"): Paid Leave Rights		In accordance with 8-4-107, C.R.S.: Every employer shall post and keep posted conspic work, or at the office or nearest agency for paymer
Coverage: All Colorado employers, of any size, must provide paid leave	Employee Privacy. Employers cannot require employees to disclose "details" about an employee's (or their family's) HFWA-related health or safety information; such information must be treated as a confidential medical record.	Every employer shall post and keep posted conspic
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<ul> <li>Coverage: All Colorado employers, of any size, must provide paid leave</li> <li>All employees eare required to be paid their regular pay rate during leave, and the employer must continue their benefits.</li> <li>Up to 48 hours of unused accrued leave carries over for use during the next year.</li> <li>For details on specific situations (irregular hours, non-hourly pay, etc.), see Wage Protection Rule 3.5, 7 CCR 1103-7.</li> <li>Up to 80 hours of supplemental leave applies in a public health emergency (PHE), until 4 weeks after the PHE ends.*</li> <li>Employees can use accrued leave for the following safety or health needs:</li> <li>a mental or physical illness, injury, or health condition that prevents work, including diagnosis or preventive care;</li> <li>domestic abuse, sexual assault, or criminal harassment leading to health, relocation, legal, or other services needs;</li> <li>caring for a family member experiencing a condition described in category (1) or (2);</li> <li>grieving, funeral/memorial attendance, or financial/legal needs after a death of a family member;</li> <li>due to inclement weather, power/heat/water loss, or other unexpected occurrence, the employees needs to either (a) evacuate their residence, or (b) care for a family member whose school or place of care was closed; or</li> <li>in a PHE, a public official closed the workplace, or the school or place of care of the employee's child.</li> <li>Employer Policies (Notice; Documentation; Incremental Use; Privacy; and Paid Leave Records)</li> <li>Written notice and posters. Employers may adopt "reasonable procedures" in writing as to how employees should provide notice to for was for a qualifying reason only if leave was for four or more consecutive work days (<i>i.e.</i> days when an employee would have worked, not calendar days).</li> <li>Documentation is not required to <i>take</i> accrued leave, but cannot deny paid leave for PHE leave.</li> <li>To document leave for an employee</li></ul>	<ul> <li>HFWA-related health or safety information; such information must be treated as a confidential medical record.</li> <li>Records must be retained and provided upon request. Employers must provide documentation of the current anduding any supplemental PHE leave. Information may be requested once per month or when the need for HFWA leave arises.</li> <li>Datalation or Interference with HFWA Rights</li> <li>Paid leave cannot be counted as an "absence" that may result in firing or another kind of adverse action.</li> <li>An employee cannot fire, threaten, or otherwise retaliate against, or interfere with use of leave by, an employee can't be requested sin in westigation of a HFWA violation.</li> <li>Ha employee cancot takes HFWA leave; (2) informs or assists another person in exercising HFWA rights; (3) files a HFWA complaint; or (4) cooperates/assists in investigation of a HFWA violation.</li> <li>Ha employee freasonable, good-faith HFWA complaint, request, or other activity is incorrect, an employer need not agree or grant it, but cannot <i>act against</i> the employee for it. Employees can face consequences for misusing leave.</li> <li>PROTECTED HEALTH/SAFETY EXPRESSION &amp; WHISTLEBLOWING ("PHEW"):</li> <li>Worker Rights to Express Workplace Health/Safety Concerns &amp; Use Protective Equipment Coverage: All Employers and Employees, Plus Certain Independent Contractors</li> <li>PHEW covers not just "employers" and "employees or independent contractors working for a "principal"). Worker Rights to Oppose Workplace Health/Safety Violations.</li> <li>Mora Indawful to retaliate against, or interfere with, the following acts:         <ul> <li>11 raising reasonable concerns, including informally, to the principal, other workers, the overnment, or the public, about workplace violations of government health or safety trues, or a significant workplace health or safety trues, or a significant workplace health or safety trues, or a significant workplace health or safety tr</li></ul></li></ul>	brey employer shall post and keep posted conspice work, or at the office or nearest agency for paymer provisions of section 8-4-103, and also any change Pay periods can be no greater duration than a calendar mont 8-4-103, C.R.S.  EMPLOYE IME: PLACE: This form is provided as a courtesy by the Colorado Division of and information required by 8-4-107, C.R.S. EMPLOYE ACAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAA
<ul> <li>Coverage: All Colorado employers, of any size, must provide paid leave</li> <li>All employees earn 1 hour of paid leave per 30 hours worked ("accrued leave"), up to 48 hours a year.</li> <li>Employees are required to be paid their regular pay rate during leave, and the employer must continue their benefits.</li> <li>Up to 48 hours of unused accrued leave carries over for use during the next year.</li> <li>For details on specific situations (irregular hours, non-hourly pay, etc.), see Wage Protection Rule 3.5, 7 CCR 1103-7.</li> <li>Up to 80 hours of supplemental leave applies in a public health emergency (PHE), until 4 weeks after the PHE ends.* Employees can use accrued leave for the following safety or health needs:</li> <li>a mental or physical illness, injury, or health condition that prevents work, including diagnosis or preventive care;</li> <li>domestic abuse, escual assault, or criminal harassment leading to health, relocation, legal, or other services needs;</li> <li>caring for a family member experiencing a condition described in category (1) or (2);</li> <li>griving, funeral/memorial attendance, or financial/legal needs after a death of a family member;</li> <li>due to inclement weather, power/heat/water loss, or other unexpected occurrence, the employees needs to either (a) evacuate their residence, or (b) care for a family member whose school or place of care was closed; or</li> <li>in a PHE, a public official closed the workplace, or the school or place of care was loaded than other onboarding documents/policies; and (2) display updated posters, and provide updated notices to current employees, by end of year.</li> <li>Notice for "foreseeable" leave. Employers may adopt "reasonable procedures" in writing as to how employees should provide notice if they require "foreseeable" leave, but cannot deny paid leave for noncompliance with such a policy.</li> <li>An employer can required documentation to show that accrued leave was for a qual</li></ul>	<ul> <li>HWA-related health or safety information; such information must be treated as a confidential medical record.</li> <li>Records must be retained and provided upon request. Employeers must provide documentation of the current amount of pial leave employees have (1) available for use, and (2) already used during the current benefit year, induding any supplemental PHE leave. Information may be requested once per month or when the need for HFWA leave erises.</li> <li>Dellation Onterference with HFWA Regness</li> <li>An employee cannot fire, threaten, or otherwise retailate agains, 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 rights; (3) files a HFWA complaint; or (4) cooperates/assists in investigation of a HFWA violation.</li> <li>An employee cannot fire, threaten, or otherwise retailate agains, 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 rights; (3) files a HFWA complaint; or (4) cooperates/assists in investigation of a HFWA violation.</li> <li>Metter Bights to Express Workplace Health/Safety Concerns &amp; Use Protective Equipments</li> <li>Metter Bights to Express Workplace Health/Safety Concerns &amp; Use Protective Equipments</li> <li>Metter Bights to Express Workplace Health/Safety Violations</li> <li>Metter Bights to Express Morkplace Health/Safety Violations</li> <li>Metter Bights to Depose Workplace Health/Safety Violations</li> <li>Metter Bights to Depose Workplace Health Contractors working for a 'principal'.</li> <li>Metter Bights to Oppose Workplace Health/Safety Violations</li> <li>Metter Bights to Depose Workplace Health Contractors working for a 'principal'.</li> <li>Metter Bights to Depose Workplace Health Contractors working for a 'principal'.</li> <li>Metter Bights to Depose Workplace Health or safety rules, or a significant workplace health or safety rules, or a significant workplace health or safety r</li></ul>	Every employer shall post and keep posted conspior work, or at the office or nearest agency for paymer provisions of section 8-4-103, and also any change. Pay periods can be no greater duration than a calendar mont 8-4-103, C.R.S. EMPLODE Ime: Pare: Pare: This form is provided as a courtesy by the Colorado Division of and information required by 8-4-107, C.R.S. <b>CALE OF CALE ADD OD Add Add Add Add Add Add Add Add Add Add</b>
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<ul> <li>Lotrate and the second end of the s</li></ul>	<ul> <li>HFWA-related health or safety information; such information must be treated as a confidential medical record.</li> <li>Records must be retained and provided upon request. Employes must provide documentation of the current amount of paid leave employes have (1) available for use, and (2) leaved used during the current benefity ears, including any supplemental PHE leave. Information may be requested once per month or when the need for HFWA leave actes.</li> <li><b>An employee can to be counted as an "absence" that may result in fiting or another kind of adverse action.</b></li> <li>An employee can't be required to find a "replacement worker" or job coverage when taking paid leave.</li> <li>An employee can't be required to find a "replacement worker" or job coverage when taking paid leave.</li> <li>An employee can't be required to find a "replacement worker" or job coverage when taking paid leave.</li> <li>An employee can't be required to find a "replacement worker" or job coverage when taking paid leave.</li> <li>An employee can't be required to find a "replacement worker" or job coverage when taking paid leave.</li> <li>An employee can't be required to find a "replacement worker" or job coverage when taking paid leave.</li> <li>An employee can't be required to find a "replacement worker" or job coverage when taking paid leave.</li> <li>If an employee can't but cannot act against in metidigation of a HFWA violation.</li> <li>If an employee's reasonable, good-faith HFWA complaint, request, or other activity is incorrect, an employer need on tagree or grant it, but cannot act against the employee for it. Employees can face consequences for misusing leave.</li> <li>PHEW covers not just "employees" and "employees," but all "principals" (an employeer or a business with at least 5 independent contractors) and "workers" (employees and the following acts:</li> <li>It is unlawful to retaliate against, or interfere with, the following acts:</li> <li>It is unla</li></ul>	berge employer shall post and keep posted compiler provisions of section 8-4-103, and also any charge Pay periods can be no greater duration than a calendar more s-4-103, C.R.S. EMPLOYE Imr: 
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**NOTICE TO WORKERS (OU HAVE THE RIGHT TO BE:** Properly classified as an employee or an independent contractor d accurately and timely for the services you perform ng subject to improper classification or inaccurate payment practices by your employer. For more information, go to dependent contractor and are really performing duties that fit the criteria of an employee, v d select Option 4. To be classified as an employee, you must meet the criteria in Colorado Revised Statute 8-70-115. You benefits if vou become ui nbers: 303-318-9000 (Denver-metro area) or 1-800-388-5515 (outside Denver-metro area); hearing impaired 303-31 RE REQUIRED BY LAW TO POST THIS NOTICE curity Act. 8-74-101(2): Reaulations Concernina Employment Security 7.3.1 through 7.3. opies of this poster at coloradoui.gov/employer, then click on Forms / Publication COLORADO IT STARTS WITH YOU Building a better Colora Department of Regulatory Agencies Colorado Civil Rights Division ado Law Prohibits Discrimination i C.R.S. § 24-34-401 et seq A DISCRIMINATORY OR UNFAIR EMPLOYMENT PRACTIC to HARASS during the course of employment, or to discriminate IN MATTERS of COMPENSATION, TERMS, CONDITIONS, or VILEGES of employmer **BECAUSE OF** GENDER IDENTITY, GENDER EXPRESSION, RELIGION, AGE, NATIONAL ORIGIN or ANCESTRY, MARITAL STATUS, or, in ce circumstances, MARRIAGE TO A COWORKEE ASONABLE ACCOMMODATIONS FOR DISABILIT ommodation(s) which is necessary to perform the essential functions of the job. sion would result in an undue hardship on the emplover's busines NANT WORKERS FAIRNESS ACT — C.R.S. § 24-34-402. ion is not reasonable if its provision would result in an undue hardship on the employer's busine ETALIATION PROHIBITED — C.R.S. § 24-34-402 who opposes a discriminatory practice or who participates in a discri 5 WAGE INFORMATION PROTECTED — C.R.S. § 24-34-402(i against, coerce, intimidate, threaten, or interfere with an employee or person due to an inquiry, disclosure or discussi ver shall not require an employee to waive the right to disclose wage information CROWN Act of 2020 e, hair type, hair length or a protective hairstyle commonly or historically associated with race, such as braids, locs, ty ils or curls, cornrows, Bantu knots, Afros, and headwraps. eff. 6/3/24. TION. OR FOR MORE INFORMATION CONTACT THE COLORADO CIVIL RIGHTS DIVISIO AY LOBBY WELCOME CENTER SUITE # 110 DENVER CO 80202 -894-2997: HOTLINE ESPANOL: 720-432-4294: TOLL-FREE: 800-262-4845: V/TT LAY: 711; FAX: 303-894-7830; EMAIL: DORA CCRD@STATE.CO.US S MUST BE FILED WITHIN 300 DAYS AFTER THE ALLEGED DISCRIMINATORY ACT OCCURRED.

Employment Security Act

RADO DEPARTMENT OF LABOR AND EMPLOYMENT ISION OF LABOR STANDARDS AND STATISTICS

**NOTICE OF PAYDAYS** 

lously at the place of work if practicable, or otherwise where it can be seen as employees come or go to their places of t kept by the employer a notice specifying the regular paydays and the time and place of payment, in accordance with is concerning them that may occur from time to tim h or 30 days, whichever is longer. Paydays must occur no later than 10 days following the close of each pay period. ES ARE PAID ON REGULAR PAYDAYS AS FOLLOWS:

f Labor Standards and Statistics. Other Notice of Paydays Posters may be acceptable provided that they contain the element

FAMLI Program Notice

Updated December 2023 | famli.colorado.gov

FAMLI benefits, but they are not required to do so.

for benefits are available at famli.colorado.gov

FAMLI+, available at famli.colorado.go

from receiving benefits

FAMLI violations

)ther Important Informatio

ob protection and continued benefits

Employees may choose to use sick leave or other paid time off before usin

Employers and employees may mutually agree to supplement FAMLI benefits

with sick leave or other paid time off in order to provide full wage replacement.

Benefits will be available starting January 2024. Instructions on how to apply

Employees or their designated representatives apply for FAMLI benefits by

mitting an application and any required documentation through My

Applications may be submitted in advance of the absence from work, and i

some circumstances, they may be submitted after the absence has begun.

Individuals who attempt to defraud the FAMLI program may be disqualified

Employers may not interfere with employees' rights under FAMLI, and may not discriminate or retaliate against them for exercising those rights, including taking FAMLI leave, talking to others about FAMLI, and filing complaints o

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

Employers may not interfere with employees' rights under FAMLI, and may not

Employees who suffer retaliation, discrimination, or interference may file suit i

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 plan

Employees can appeal claim determinations to the FAMLI Division

etaliation, Discrimination, and Interference Prohibited

court, or may file a complaint with the FAMLI Division

Employees and employers are encouraged to report FAMLI violations to the FAMLI Division.

must be approved by the FAMLI Division

discriminate or retaliate against them for exercising those rights.

Approved applications will be paid by the FAMLI Division within two weeks after the claim is properly filed, and every two weeks thereafter for the duration of

REV. 07/2024

- arv 1, 2023 45% of employee wages f the FAMLI Division sets the monetary value of the fund nplovees nationwide must total of 0.9%, but employer for sending the 0.45% cting up to 0.45% from his can be done through a e the deduction on the ollecting those deduction: If of their employees once a efits are available to mo
- on and who earned \$2,500 cal leave are: ar after the birth, adoption, or
- per's military deploymen
- al assistance in response t It, or sexual abuse. of paid family and medical ditions caused by pregnan led to up to 4 more weeks o
- of 16 weeks. in the form of a reduce
- ployee's average weekly imate their benefits by using um amount of time in order
- es as leave under the federal

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.)

REPORT YOUR INJURY PROMPTLY, YOU MAY STILL PURSUE A CLAIM. **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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STATE OF COLORAD

## NOTICE

# 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 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

**TWO** ways to verify poster compliance! **QR CODE**)) Scan with phone camera: Go to: JJKeller.com/LLPverify ONLINE Enter this code: **69334-072024** 

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