Colorado State Postings





NOTICE TO WORKERS

YOU HAVE THE RIGHT TO BE:





COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT



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, 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





WC50 Rev 08/22

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

Updated July 14, 2023: may be updated periodically

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

- ge: 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.

ntal or physical illness, injury, or health ltion that prevents work, including diagno

PROTECTED HEALTH/SAFETY EXPRESSION & WHISTLEBLOWING ("PHEW"): Worker Rights to Express Workplace Health/Safety Concerns & Use Protective Equipment Company Mit Replayers and Engineers (Star

Coverage: All Employers and Employees, Plus Certain Independent Contractors

- vers' Rights to Use Their Own Personal Protective Equipment ("PPE"):

This poster must be displayed where easily accessible to workers, shared with remote workers, provided in other languages as needed, and replaced with any annually update versions. This Poster is a summarry and cannot be relied on as complete labor law information. For all rules, fact sheets, translations, questions, or complaints, contact:

IIVISION OF LABOR STANDARDS & STATISTICS, Colorado Labor Law.gi cdle_labor_standards@state.co.us, 303-318-8441 / 888-390-7936

hibits EMPLOYMENT

C.R.S. § 24-34-401 et seq.

IT SHALL BE A DISCRIMINATORY OR INFAIR EMPLOYMENT PRACTICE: REFUSE TO HIRE, to DISCHARGE, I ROMOTE OF DEMOTE, TO HARASS

BECAUSE OF:

PREGNANT WORKERS § 24-34-402.3



CROWN Act of 2020

TO FILE A COMPLAINT OF ISCRIMINATION, OR FOR MORE INFORMATION CONTACT THE COLORADO CIVIL RIGHTS DIVISION; 1560 BROADWAY, DBBY WELCOME CENTER, SUITE # 110, DENVER, CO 80202 MAIN PRINT, 20: 494 2007

CLAIMS ASSERTING EMPLOYMENT DISCRIMINATION MUST BE FILED AS A FORMAL COMPLAINT WITHIN 300-DAYS FROM NOTICE OF THE EMPLOYMENT ACTION

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

Effective 1/1/24: must update annually;

- annually; \$14.42/hour in 2024,
- Unemancipated minors can be paid 15% less than full minimum wage

Overtime: 1½ times regular pay rates for hours over 40 weekly, 12 daily, or 12 consecutive (Rule 4)

- Overtime is required each week over 40 hours, or day over 12, even if 2 or more weeks or days average fewer

 - ary variance-retempoons (a) are detailed in vitues 3-2-4): Modified overtime in a small number of health care jobs; exemption for certain heavy whicle drivers Not 40-hour weekly overtime in downhill skil/showboard jobs (but 56-hour overtime for many under federal law)

COLORADO

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

Periods: 10 minutes, paid, every 4 hours (Rule 5.2)							
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
Periods:	0	1	2	3	4	5	6
not be off-s		est periods are tim	e worked for minim		ances/exemptions:		

- security/sately screening, or docking ichecking in or out,
 waiting for any of the above basks.
 Travel for emptoyer benefit is time worked; normal home/w
 travel is not (details in fluit 19.2)
 Steep time, if sufficiently uninterrupted and lengthy, can be excluded in ocetain situations (details in Rule 1.3.3)

Deductions, Credits, Charges, & Withheld Pay (Rule 6, and Article 4 of C.R.S. Title 8)

- To predits: Employers can pay up to \$3.02 below the highest applicable minimum wage (Colorado or local), #£ (a) tipe (not mandatory service charges) raise pay to ful minimum, & (b) tips aren't diverted to non-tipped stafflowners (b) tips aren't diverted to non-tipped stafflowners).
- codging credits/deductions: Allowed if housing is voluntarily cocepted by the employee, primarily for the employee's (not the employer's) benefit, recorded in writing, and limited to \$25 or \$100 per week (based on housing type)

DIVISION OF LABOR STANDARDS & STATISTICS, ColoradoLaborLaw.gov, cdle_labor_standards@state.co.us, 303-318-8441 / 888-390-7936

- nptions from COMPS (Rule 2.2 lists all; key

- Employers cannot retaliate against, or interfere with, employees exercising their rights

2023 FAMLI Program Notice

Deductions from Employee Wages start

aductions from Enipruyete vrageo oxen x anuary 1, 2023
The employee stars of FAMLI premiums is set at 0.45% of employ wages through 2024. For 2023 and beyond, the director of the FAM Division sets the permium rate according to a formula based before the monetary value of the fund each year. Employers with a ball of the more than year before the fund each year. Employers with a ball of the more than the contribute an additional and the confidence and additional fundamental and the confidence and additional fundamental fundamental

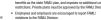
- Benefits start January 1, 2024

SP-CO-E

- Filing Claims

Retaliation, Discrimination, and Interference

Other Important Information







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Compliance Date January 2024

