

JacksonLewis

The Colorado Healthy Families & Workplaces Act

BAHRA Legal Minute – August 20, 2020

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Healthy Families & Workplaces Act

Applies to CO Employers w/ 16+ Epees
(In 2022, Applies to All CO Employers)

Effective July 14, 2020 – Public Health Emergency Paid Sick Leave

- Must provide a one-time allotment of 2 weeks of paid sick leave during a public health emergency

Effective January 1, 2021 – Paid Sick Leave

- Must provide paid sick leave at a rate of 1 hour per 30 hours worked, up to 48 per year
- No “waiting period” – paid sick leave accrual begin as soon as employee starts working
- Unused time must carry over from year to year, but not required to be paid at termination
- May be used for: (1) Illness, injury or care of employee or family member; (2) circumstances involving domestic violence, sexual assault, or stalking; or (3) in event of school closures.

Questions?: Melisa.Panagakos@jacksonlewis.com

Upcoming Jackson Lewis Nuts and Bolts Webinars

- New Colorado Paid Leave Laws- A Deeper Dive into the Healthy Families and Workplaces Act- **September 29, 2020**
- Colorado Equal Pay Act- What happened in 2020 and what is going to happen in 2021? – **October 27, 2020**