# **Colorado State Postings**

### iHRSource



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



Denver, CO 80202 303-318-8700 1-888-390-7936 (Toll-Free)

cdle.colorado.gov/dwc

These files may not be printed out and posted to meet

requirements are physically posted at all CarMax locations.

Required posters to meet legal compliance posting

633 17th Street, Suite 400

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

Updated July 14, 2023: may be updated periodically

at (4) 200

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

- overage: All Colorade employees, et any size, mant provide point loans All employees each 1 hour of paid loave per 30 hours werked ("actraod loave"), up to 48 hours a year.
- Employees are required to be puid their regular pay rate during lower, and the propoper must continue their barrelite.
- For details on opeople stractions (integralar hours, non-boardy pay, stra.), see Wage Protection Rule 3.8, 7 IOR 1182-7

Up to 50 hours of supplementar leave applies in a patitic feads emergency (FE), unlit 4 weeks after the FFE wats."

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diamontic abase, second assessif, or criminal harmonicers leading to bendfy, relacation, legal, or other services marks

carling for a family member experie rescribed in category (1) or 22

priesting, farmeral/mannorbil attoredance..m faconcial/legal words after a death of a family member:

In a PHE, a patric official closed the workplace, or the school or place of core of the employee's child.

Employer Policies (Nelloy, Documentation, remental Use, Privacy, and Paul Leave Recar

contractual Use, Princes, and Past Lower Recan Written notice and pastars. Implayers multi provide notice to nen replayers in sitter than sit orbearing documently believe, and 22 deplay updated posters, and privide updated notices to carried organizers, by wrid of year.

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esplayer can require documentation to chan sectant lonne was for a qualifying reason if loave was for feer or more consecutive k days (i.e. days when an imployee would have set, not colondar days).

Fo document leave for an employee's family mesh wed, an amployee may pr

It is social services provider d'an ved and a document can be obtain investigation as to discretize datase, excessi all, or otherinal baranesened cabaro, excessi all, or otherinal baranesened cab to a send or writing under (1) above, or legal anaryteen previden or (2) above, or legal writi(withinking order, polea report, ob.). ployer reasonably decres an employee's intation dollocent, the employer must (A) in employee within service days of other

Galaxies weekspinon public health lawer: 1.85, 8, 9+15, -441 et sev., park lawer, and C. et al. which weiterbiological including anometheretic surger can set the determinant in subty lawer, notes, and content, including under the federal discognitional Galety and Hau encluding and the set of Public Health and Environment (CDPHE), or them limit public health low. Content theory apprecision to accurate the set of the set of the set of the set of the Content theory apprecision to accurate the set of the set of the set of the Content theory apprecision to accurate the set of the set of the set of the Content theory apprecision to accurate the set of the

To a PHE, employees gain additional hours of leave for invalidity to work, testing, quarantining, caring for family in such situations, and related meets. No PHE is now in effect; this poster will be updates if one is declared. new must be displayed where easily accessible to workers, shared with remot provided in other languages as needed; and replaced with any annualty updat ano. This Poster is a summary and cannot be relied on as complete labor law silon. For all nices, het's sheets, burnstations, que completents, contact rs, pros

WISION OF LABOR STANDARDS & STATISTICS, ColoradioLaborLaw, gov, colo: [abor: standards@state.co.ue, 303-310-6441 / 888-390-7936.



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

**Compliance Date** January 2024

## **COLORADO OVERTIME &**

MINIMUM PAY STANDARDS ORDER ("COMPS Order") #39, POSTER & NOTICE Effective 1/1/24: must update annually: COLONADO new poster avai lable each December incremental Use. Depending on employer employees can use leave in other hourty or sis-minute increments. Overtime: 1½ times regular pay rates for hours over 40 weekly, 12 daily, or 12 Colorado Meal Periods: 30 minutes uninterro Employee Prince, Employers connel require employees to disclose "Admin" short an employee or their family's HPAR-reacted health or solidly information, such information mast be treated as a confidencial conduct Minimum Wage: upted minutes uninterrupted and duty-free, for shifts over 5 hours (Rule 1.9) Car be urgan, betorky # enpioyees an completely network of al dutes, and ultimet to purse personal actestice inflation-adjusted artive (Rule 4) Overfitme is required each weak over 40 hours, or day over 12, even # 2 or more weaks or days average faces annually; \$14.42/hour in 2024, Internation, such internation matche treating to a contributedia moderar moore. Recentor matt for enabled and provided space mequels. Le project matt provide documentation of the control monocol and have explored than (1) and allot the same provide and any of baring the matched the same provide and same transmission and the same provided and the same provided that matched the same provided and the same provided that matched the same provided and the same transmission and the same provided and the same provided that matched the same transmission and the same transmission and the same transmission and the same transmission or where the monotony 14-000 and the same transmission and t noos Employers cannot private time stil ("comp time ") instant d'Ame-and-a-tost premium pay for overtime tours Sey exclosors/secondloss (pi an detailed in Fules Employees must be paid at Say socialized second base prif any defailed in Fulles 2.5.2.4: - Mudified overtime in a small macher of hardfs care jobs, comption for cardial name weblind divers - No 40-hear weeky constraints in downhill sid-incorriging layer. rfy, salary, commission, pework, etc.) unless exe Unerstand palad minors can be perc 15% test than full minimum wage miling on-dufy must be permitted, and the firme roatt be paid toe with HEMA Rights Paid leave cannot be counted as an "absence" that may result in filling or another kind of odverso Use The highest minimum usige that applies, all total minimum To the othert practical, resul periods must be at least 1 hour after claring and 1 hour before writing shifts. Agroutium: overtime after 48-56 hours (based on size and seasonality); extra breaks and pay on long days As employee car/i be required to find a "replacement workst" or job coverage when Rest Periods: 10 minutes taking paid fames. As employer cannot fire, throaton, or otherwise retailats against, or interfere with use of leave statistics against, or interfere with use of leave paid, every 4 hours (Rule 5.2) #Wank 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 By, en employee orbo: (1) requests or taken HFMen Bases: (2) informs or another person in exercising HFWA rights; (2) files a HFWA compliant, — 10. non-weden/another in invostigation of a HFWA. 
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All Engineers and Engineer, Plan Certain Inspected Conferences Time Worked: Pay for time employers allow performing labor/service for their benefit. ming lai de 1.90 All time ce-promises, on duty, or all workplaces (but not just letting off-duty employees be on-premises), including: tions putting contensiving work clothesiges: (but not clothesi youting contensiving work clothesiges: (but not clothesi work named work), champointage, or other of -clock club, working for acadymmetia al work, or receiving or sharing work-estated internation, Other highly compensated, non-monaul-tabor employees paid at wast 2.25 the above askey (\$123,750 in 3224) 20% owners, or all a nonprofit the highest-public highest-nerifest engloyee. If actively engaged in exampterner. PHLM covers not just "employers" and "employees, but at "principals" (an employer or a business with at least 5 independent contracture) and "warkees" employees an independent contracture, and "warkees" ning, or clocking/chickling in or out, or narryre: If actives engaged in monagement encoursed with types of autopersons, tool drivers, campraudator facebox field staft, or property mensions cond-Keeping & Notices of Rights (Rule 7) waiting for any of the abov etaiko, Travel for employer benefit is time worker; normal hemerwork travel is not (details in Fude 1,9.2) or Féglitis to Oppose Workplace Haafills Solidy Webstions Record-Keeping & NotiCess of Highins (Nut Pr) distances of the interviews include length time version (or distances of the locals time version (or in the include sy the) and controls, and table and any of the interview in the origination of the interview version (or include) with the origination of the interview interview interview interviewed with the product of the interview interview interviewed with the the interview interview interview interviewed with the biologic system interview interviewed and the interviewed interviewed and the interviewed and the interviewed Watkin of interviewed and the interviewed and the interviewed multiple interviewed and the interviewed and the interviewed multiple interviewed and the interviewed and the interviewed multiple interviewed in Control (interviewed and the interviewed and the widel the and the interviewed interviewed and the interviewed and the multiple interviewed interviewed and the interviewed and the multiple interviewed interviewed and the interviewed and the multiple interviewed and the interviewed and the interviewed and the multiple interviewed and the inter Sloop time, if sufficiently uninterrupted and longity, can be seclected in certain situations (details in Hule 1.0.5) T is unlawful to relativate against, or interfero with the full-wing acts able concerns, including Deductions, Credits, Charges, & Withheld Pay (Rule 6, and Article 4 of C.R.S. Title 8) raining reasonable concerns, incluring internally, to the principal, of an workers, the government, or the public, about workplace violations of government health as earby minor, a significant workplace health or solely timest. Final pay: Rwed promptly (if a termination by orgaloyet) or at nod pay date (if employee resigned) a per vanio is employed integrated cation pay. Departing employees must be paid all accreact a subset vestion pay, including paid time off landed for allow, without detacting or departing forted time based on as for termination, back of resignation notice, etc. appointing or head flying, assisting, or participating in an investigation or proceeding about relation for, or interference with, the shows interference with stions from pay. Allowed if listed below or in C.R.S. 105 (Including daily form www-matabacetalt. A photopal need not oddress a warker's PHEB-related concern, but it still council fire at tail other action againer the worker for relating sock a structure, as long as the concern was masterially o is good fails. Complaint & Anti-Retailation Rights (Rule 8) or +105 (recruiding deductions required by law, in a writh appreciated for the benefit of the employee, for theft in a preport, or for property loss after auditinotice) Englignes can send the Division contact into below compaints on the about Vestime, or the lawards in court Divisions count vestime, and the lawards in court Divisions count vestime against, or interfere with, employees counciling their rights name, or no property two datas subdivideou Tip proditis. Employees can pary up to 53.05 below the high applicable minimum major Calcinologi to close a, provide sub-manifektory exercise stranges is close asy to full informants. A figs a cerest diserted to anot topped calcinologi to full informants. 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Swears and other individuals with control aver work risey to find a location visualizers — not just the inscience, even if the trainines an acceptorebus, particularly, or other write separate from its owner(b) (Fuce 1.4) dging creditabled actions: Aboved IF instaing is extended copied by the employee, primarily for the employee's end, employee's benefit, recorded in writing, and limited to 52 5100 per week (based on humber has) from the second to Place 1.0. Immigration status is intolescent to these labor rights: the Division will not ask or report status is investigations or rulning, and this blogst for services to use intelligation status to infertee with thee hights (Wage Protection Rate 4.6) Report violations to the Division or compliants or anonymous tips, or the in court after extrauting pre-lawead remainder. This Poster is a summary and cannot be relied on a smplete labor law information. For all miles, fact shu translations, questions, or complaints, contact: Notice to Employers / Employ Your state has its over shahas weget lies which re-porting a votion suppring the support of that law large generation and mount is print the Podera We-lings routes from the VLS Digit of Laker Fail Laker Shahashers Art is another to this state posting. Area DIVISION OF LABOR STANDARDS & STATISTICS. ColoradoLaborLaw.gov cdle\_labor\_standards@state.co.us, 303-318-8441 / 888-390-7936 This Posting is for Informational Purposes Only Updated December 2023 famili colorado pov **FAMLI Program Notice** actions from Employee Wages start lary 1, 2023 Filing Claims sensors if 17, 2022. The explayes of the of FARL previous in set at 0.45%, of explayes suggest hemap. 2024. For 2025 each beyond, it we devote on the FARL Victoria net in the answering the according to a threads that of he in resolution you and the bad out open. Englayes with subt of he is devoted by the according to the set of the set of the resolution of the set of the set of the set of the set open for the Sale of Sale. Such as explored with the or form exployees and of the set of the set of the set of the Sale. control or twin designated representatives apply to benefits by submitting an application and any required documentation through My FRM.1+, available at family catenado gas.

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#### Benefits start January 1, 2024

Shering in 2024, paid family and medical lower boreffs are evolution most Calorade employees who have a qualifying condition and who warned \$2,580 over the pressure year for work performed in Colorade. The condition

the qualifying conditions for paid family and marked leave are: Control for qualifying conditions for paid family and marked leave are: Control for a more thild chaining the first year after the birth, adoption, at fiscales can placement of flack child.

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  - Making parangements for a temp management in intery appoprint. Ottawing sets founding, some, notifying logid analysis on in response to detective violence, stabilize, sensal associt, or sensal absen. www.et employees.or will belief to up to 12 events of paid facility and endical leave core will belief any offic sensals and and facility and endical leave core will belief any offic sensals.
  - counted by programmy complications or drafation scatter conditions without to up to 4 more weeks of paid family and readical leave per year for a babilit of the specific we many be takinen coordinaacaarly, indeers ittentily, or in the harm of a coord schwelce.
- resource or mane. Lower will be paid at a rate of up to 20% of the one joyed's severage weekly ways, haved on a side position. Seeplayee may estimate their benefits by using the benefits associator available at their accession, gev weakly weak of these to brank to poor enjoyer a teleformar mount of their is order to quality to paid family and medical laws benefits.
- If FAMIL2 leave is used for a reason that also qualifies as leave under the reservation FMLA, then the inserval also count as FMLA inservated.
- Employees may choose to use sick leave or other paid time off be using FAMU breafter, but they are not required to do ex. Employers and employees may matually agree to experiment SMMU benefits with side leave or after paid time aff in order to provide full when the fourthers

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legal compliance posting requirements.

MAIN PROME: 303-854-2567; HOTLINE ESPANDL: 725-432-4234; TOUL-FREE: 000-282-4485; WTTD RELAY, 711; FAX: 303-854-7830; EMAE: DOLA, SCHDIGSTAFE CO.US

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DW ision Director, Aubrey Elenis, Esq. cord.colorado.gov

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ssary to perform the essential m of the job. An accommodal resonable II in organization

COLORADO Desteres

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kers' Rights to Use Their Own Personal Protective Environment (\*PEE\*):

**COMPLAINT RIGHTS (under both** HFWA & PHEW)

manuscentropogan Application range bis admitting in adverses of the satureness from work, and/o some incrarendances, they range as admitting after the saturents have begin. Approved applications will be paid by the FARAL Division within two awards after the down in property field, and awardy hematiker to the inaction of the appropriate lance.

Employees can appeal chein dete Dieserninations to the FARLI

Institutionals who effected to defend the FAMU proposes may be chosed likely from surveying hereits.

Job protection and continued benefits Employers may not interfere with employees/rights under FAMU, and may not descriptionate or retrainte against them for exercising these rights, inclusing taking FAMU leave, taking to others about FAMU, and filing completes of FAMU leave. An employee whe has worked for the employer for at least 100 days is entitled to refurn to the some position, or an equivalent reaction union final set on here CAMU term.

Retaliation, Discrimination, and Interference Prohibited

Employees may not interfere with employees' rights under FAAL, and may not discriminate or retailate species them for searching these rights.

Employees who active retailation, discrimination, or interference may file suit in court, or may file a complai the FAML/Division. Other Important Informat

and in survey Likely

An emptoyer may offer a private plan that provides the some benefits as the static HARL plan, and imposes re-additional control or restrictions. Private plans must be opprived by the FRML2 Division.

Employees and employees are environment to the matrix

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