

# Colorado State Postings



## NOTICE OF PAYDAYS

In accordance with 8-6-107, C.R.S.:  
Every employer that has been granted compliance of the Public Work Employment Security Act (P.W.E.S.A.) can be used as an employer for the purposes of the act. The act requires that the employer pay wages on the first and third paydays of the month. The act also requires that the employer pay wages on the first and third paydays of the month. The act also requires that the employer pay wages on the first and third paydays of the month.

## EMPLOYERS ARE PAID ON REGULAR PAYDAYS AS FOLLOWS:

Employers are paid on regular paydays as follows:  
1. On the first payday of the month, the employer must pay wages to all employees who are entitled to wages for the month.  
2. On the third payday of the month, the employer must pay wages to all employees who are entitled to wages for the month.

## Time:

Time:  
1. On the first payday of the month, the employer must pay wages to all employees who are entitled to wages for the month.  
2. On the third payday of the month, the employer must pay wages to all employees who are entitled to wages for the month.

## Place:

Place:  
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2. On the third payday of the month, the employer must pay wages to all employees who are entitled to wages for the month.

## 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

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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 ("HFMA"): Paid Leave Rights

- All employees earn 1 hour of paid leave per 30 hours worked ("accrual rate"), up to 40 hours a year.
- Employees are required to use their regular pay rate during leave, and the employer must continue their benefits.
- 40 hours of annual accrued leave carries over from year to year during the next year.
- For stable or specific situations (pregnant leave, military leave, etc.), see the HFMA poster at 8-6-107, C.R.S. 1-10-7.
- Up to 16 hours of unpaid leave applies in a public health emergency ("PHE"), and is available after the PHE ends.

### Employees can also request leave for the following protected health conditions:

- (1) mental or physical illness, injury, or impairment that prevents the employee from performing their job;
- (2) mental or physical illness, injury, or impairment that prevents the employee from performing their job;
- (3) caring for a family member requiring a condition (see HFMA poster at 8-6-107, C.R.S. 1-10-7);
- (4) pregnancy, prenatal care, or childbirth; or
- (5) to care for a family member who is in a place of care or custody.

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

- PHEW covers all "employees" and "workers" who are not independent contractors or "workers" who are not independent contractors working for an employer.
- Workers have the right to express workplace health and safety concerns to their employer.
- Workers have the right to use protective equipment.
- Workers have the right to refuse to work in unsafe conditions.
- Workers have the right to file a complaint with the Colorado Department of Labor and Employment (CDLE).

### COMPLAINT RIGHTS UNDER THE HFMA & PHEW

- If an employer retaliates against an employee for exercising their rights under the HFMA or PHEW, the employee can file a complaint with the CDLE.
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## 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: Inflation-adjusted

- Effective 1/1/24, the minimum wage is \$14.02 per hour in 2024.
- Minimum wage applies to all employees who are not independent contractors.
- Overtime: 1 1/2 times regular pay rates for hours over 40 weekly, 12 daily, or 12 consecutive (July 4).
- Meal Periods: 30 minutes uninterrupted and duty-free, for shifts over 5 hours (July 16).

### Rest Periods: 10 minutes, paid, every 4 hours (5.2)

Shift Hours	Up to 2	>2 up to 4	>4 up to 8	>8 up to 12	>12 up to 16	>16 up to 18	>18 up to 22	>22
Rest Period	1	2	3	4	5	6	7	8

### Time Worked: Pay for time employees also performing labor/service for their benefit (1.9)

- Time worked includes:
  - waiting for equipment to be repaired or replaced
  - waiting for equipment to be repaired or replaced
  - waiting for equipment to be repaired or replaced

### Deductions, Credits, Charges, & Withheld Pay (1.6, 6, and Article 4 of C.R.S. Title 8)

- Pay for time worked for a termination by employer or for a termination by employee.
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### 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:

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

## COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT

### DIVISION OF WORKERS' COMPENSATION

# NOTICE

**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.)

## Colorado Law Prohibits Discrimination In: EMPLOYMENT

C.R.S. § 24-34-401 et seq.

RETALIATION PROHIBITED — C.R.S. § 24-34-402(e)

SHARING WAGE INFORMATION PROTECTED — C.R.S. § 24-34-402(f)

CROWN Act of 2020: Discrimination on the basis of one's race includes, but is not limited to, hair texture, hair style, or protective hairstyle; ancestry or familial origin; or ancestry or familial origin; or ancestry or familial origin.

## FAMLI Program Notice

Updated December 2023 famli.colorado.gov

**Deductions from Employee Wages start January 1, 2024:**

- Starting in 2024, employees will see a deduction from their wages for the FAMLI program.
- Starting in 2024, employees will see a deduction from their wages for the FAMLI program.

## ADVICE 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

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**FILE A COMPLAINT OF DISCRIMINATION, OR FOR MORE INFORMATION CONTACT THE COLORADO CIVIL RIGHTS DIVISION, 1560 BROADWAY, LOBBY LEVEL CENTER, SUITE # 110, DENVER, CO 80202**

MAIN PHONE: 303-894-5927  
TDD: 303-894-5927  
TOLL-FREE: 800-262-4441  
WITD RELAY: 711, FAS: 303-894-7936  
EMAIL: CIVILRIGHTS@CDLE.CO.GOV

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

Division Director, Audrey Bink, Esq.  
cdcl.colorado.gov 7/2024

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**Job protection and continued benefits:**

- Employees who are injured on the job are protected from retaliation.
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**Retaliation, Discrimination, and Interference Prohibited:**

- Employees who are injured on the job are protected from retaliation.
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**Other Important Information:**

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