

KNOW YOUR RIGHTS:

Colorado Healthy Families and Workplaces Act

PAID SICK TIME is now a RIGHT for workers throughout Colorado.

What does Colorado's Healthy Families and Workplaces Act do?

Workers in Colorado have paid time they can use to:

- Recover from physical/mental illness or injury
- Seek medical treatment or preventive care
- Care for a sick family member
- Stay home during a declared public health emergency if their workplace or child's school or place of care is closed due to the emergency
- Address certain medical or non-medical needs when a worker or family member is a victim of domestic abuse, sexual assault, or harassment.

In 2023, Colorado expanded the State's paid sick time law. As of August 7, 2023, workers in Colorado also have paid time they can use to:

- Grieve, attend a funeral/memorial, or handle legal/financial matters following the death of a family member
- Care for a family member whose school or place of care is closed due to: inclement weather, loss of power, heat, or water; or other unexpected event
- Evacuate their home due to: inclement weather; loss of power, heat, or water; or other unexpected event

"Family member" includes a child, a person related by blood, marriage, civil union, or adoption, or a person for whom the worker is responsible for providing or arranging health- or safety-related care.

Who is covered?

If you are an employee in Colorado, you are probably covered, whether you are a **full-time, part-time, or temporary** worker. (Federal workers and certain railroad employees are not covered.)

How much paid sick time can I earn and use?

You earn **1 hour** of paid sick time for **every 30 hours worked**, and you can earn and use **up to 48 hours** of paid sick time per year. You can use your paid sick time as you earn or receive it. In addition, you may be entitled to additional paid sick time during a declared public health emergency, when applicable.

When am I covered?

Beginning January 1, 2022, most employers must provide earned paid sick time to their employees in Colorado, regardless of business size. (In 2021, only employers with 16 or more employees were required to provide earned paid sick time to their covered Colorado employees.)

Is additional paid sick time available for COVID 19 purposes?

NO. From January 1, 2021 through June 8, 2023, **additional** paid sick time was available for COVID-19 purposes during the COVID-19 public health emergency and until four weeks after the emergency ended (June 8, 2023). **However, regular paid sick leave as described in this fact sheet can still be used for personal or family health needs related to COVID-19, including but not limited to time to obtain and recover from vaccinations, the diagnosis, care, and treatment of COVID-19, and/or recovery from COVID-19.**

What if I already have paid leave or paid time off?

If you already get any paid leave (vacation, paid time off, etc.) that you can use as sick time, it's **at least** the same amount you would earn under this law, and it includes the same protections as sick time under this law, the law does **not** give you any additional paid time off. However, if your employer provides paid time off you can use as sick time, your employer must notify you in writing that their paid time off policy satisfies the requirements of Colorado's sick time law.




All covered workers are protected against being fired or punished for using or requesting sick time. If you have a problem—or want more information—call A Better Balance's free legal clinic at 1-833-NEED-ABB.

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balance

the work and family legal center

abetterbalance.org 1-833-NEED-ABB

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