

## 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.

"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, including for COVID-19 purposes as described below.

#### 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?

YES. Since January 1, 2021, employers of all sizes have been required to provide **additional** paid sick time to their covered Colorado employees for COVID-19 purposes.

#### 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.

**COVID-19 note:** Colorado's law provides **additional** paid sick time during certain declared public health emergencies, such as COVID-19. Since January 1, 2021, employers of all sizes with employees in Colorado have been required to provide additional paid sick leave for COVID-19, and it will be available to use until four weeks after the end of the COVID-19 emergency declaration. To learn more or for updates on COVID-19 sick leave in Colorado, visit [abetterbalance.org](http://abetterbalance.org) or call us at 1-833-NEED-ABB.



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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the work and family legal center

[abetterbalance.org](http://abetterbalance.org) 1-833-NEED-ABB

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