

Labor Law Compliance Center

LLCC COLORADO

Labor Law Compliance Center
posters@laborlawcc.com
www.laborlawcc.com
(800) 801-0597

Colorado Labor Law Posters

English

*Recently updated notices are highlighted

Posting Name & ID	Posting Requirements	Published Date
Employment Security Act CO01E	All employers	05/19
Minimum Wage CO02E	All employers	01/26
Employment Anti-Discrimination CO03E	All employers	07/24
Public Accommodations Anti-Discrimination CO04E	All employers	07/24
Housing Anti-Discrimination CO05E	Places where real estate transfers, rentals, and loans are executed	07/24
Colorado HFWA/PHEW CO06E	All employers	07/23
FAMLI CO07E	All employers	01/26
Denver, Colorado Discrimination CO08E	All employers in the city of Denver	11/22
Denver, Colorado Minimum Wage CO09E	All employers in the city of Denver	01/26
Edgewater, Colorado Minimum Wage CO10E	All employers in the city of Edgewater	01/25

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English

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Posting Name & ID	Posting Requirements	Published Date
Boulder County, Colorado Minimum Wage CO11E	All employers within unincorporated Boulder County	01/26
Boulder City, Colorado Minimum Wage CO12E	All employers in the city of Boulder	01/25





NOTICE OF PAYDAYS

As Required by C.R.S. §§ 8-4-107, -103

Employers must provide notice to employees of the regular paydays and the time and place of payment. Employers must post, and keep posted, this notice where employees can easily see it: at the workplace if practicable, the employer's payment office, or if easily accessible to employees, electronically. Employers are required to post a new notice any time paydays or time or place of payment change.

Pay periods must be no longer than a calendar month or 30 days, whichever is longer. Paydays must be no later than 10 days following the close of each pay period.

EMPLOYEES ARE PAID ON REGULAR PAYDAYS AS FOLLOWS:

Payday:

Time:

Place:

This form is provided as a courtesy by the Colorado Department of Labor, Division of Labor Standards and Statistics. Other Notice of Paydays posters are acceptable provided that they contain the elements and information required by C.R.S. § 8-4-107.

For more information about rights and responsibilities under Colorado wage and hour law, contact the Colorado Department of Labor and Employment, Division of Labor Standards and Statistics: 303-318-8441 / 888-390-7936 / cdle_labor_standards@state.co.us (English or Spanish).

All laws, guidance

and complaints:

ColoradoLaborLaw.gov



Spanish guidance

and complaints:

LeyesLaboralesDeColorado.gov



Other labor standards

posters:

cdle.colorado.gov/LaborStandardsPosters



EMERGENCY

AMBULANCE: _____

FIRE - RESCUE: _____

HOSPITAL: _____

PHYSICIAN: _____

ALTERNATE: _____

POLICE: _____



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

There are resources available to you if you believe you are being subject to improper classification or inaccurate payment practices by your employer. For more information, go to WorkRight.cdle.co.

Employers are required to follow the law when paying hourly wages, overtime, and properly covering you for unemployment insurance and workers' compensation purposes. As a worker, you have certain rights as an *employee vs. independent contractor*.

Improper classification (often called misclassification) of employees as independent contractors and other labor law violations create many problems, both for law-abiding businesses and for workers in Colorado.

If you believe you have been **improperly classified** as an independent contractor and are really performing duties that fit the criteria of an employee, visit colorado.gov/cdle/TipForm, or call us at 303-318-9100 and select Option 4. To be classified as an employee, you must meet the criteria in Colorado Revised Statute 8-70-115. You can read the law online and find out more at coloradoui.gov/ProperClassification.

As an *employee*, you are entitled to unemployment insurance benefits if you become unemployed through no fault of your own. **Your employer contributes to unemployment insurance and cannot deduct this from your wages.**

If you become unemployed and wish to file for unemployment insurance benefits, go to coloradoui.gov and click on File a Claim. If your hours of work and pay are reduced, you may be entitled to partial unemployment benefits.

If you cannot access a computer, call one of the following numbers: 303-318-9000 (Denver-metro area) or 1-800-388-5515 (outside Denver-metro area); hearing impaired 303-318-9016 (TDD Denver-metro area) or 1-800-894-7730 (TDD outside Denver-metro area).

EMPLOYERS ARE REQUIRED BY LAW TO POST THIS NOTICE

Colorado Employment Security Act, 8-74-101(2); Regulations Concerning Employment Security 7.3.1 through 7.3.5
Employers can download copies of this poster at coloradoui.gov/employer, then click on Forms / Publications.



COLORADO
Department of
Labor and Employment



IT STARTS WITH YOU
Building a better Colorado

CO01E



Labor Law Compliance Center
(800) 801-0597
www.laborlawcc.com



Colorado Minimum Wage: \$15.16 per hour in 2026, updated yearly (COMPS Rule 3)

- Must pay at least minimum wage for all time worked, whether by hour, salary, commission, piece rate, etc.
- Use the highest minimum wage applicable; [ColoradoLaborLaw.gov](https://coloradolaborlaw.gov) lists all local minimum wages
- 15% lower is allowed for unemancipated minors — but not for some local minimum wages

Overtime: 1½ regular rate after 40 weekly hours, or 12 daily or consecutive (Rule 4)

- Can't give time off instead of overtime pay; can't average overtime and non-overtime weeks (or days)
- Agriculture: Overtime after 48 hours (56 at some highly seasonal sites); extra breaks and pay on long days
- Some (not all) jobs in health, ski, and heavy vehicles are partly or fully exempt (Rules 2.3-2.4)

Meal Periods: 30 minutes uninterrupted & duty-free, in shifts over 5 hours (Rule 5.1)

- Can be unpaid only for employees completely relieved of duty, and allowed do personal activities
- If work doesn't allow uninterrupted meal periods: must allow eating on duty, on paid time
- As much as practical, meal periods must be at least 1 hour after starting shifts, and 1 hour before ending

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

# Work 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
# Rest Periods:	0	1	2	3	4	5	6

- Need not be off-site, but must not include work, and should be in the middle of the 4 hours if practical
- Rest periods count as time worked, including for minimum wage and overtime
- Extra pay is owed for rest period time not authorized or permitted, including for employees not paid hourly
- Break rules differ for some agricultural work (Rule 2.3, & the Agricultural Labor Conditions Rules)

Deductions, Credits, Charges, & Withheld Pay (Rule 6, & Colorado Wage Act)

- Final pay: Owed promptly (if a termination by employer) or at next pay date (if employee resigned)
- Unused vacation: Must pay to departing employees, even if fired for cause or resigned without notice
- Tip credit: Can lower hourly pay up to \$3.02 if tips (not service charges) aren't diverted to untipped staff
- Meals: Can charge cost or value (without profit) of voluntarily accepted meals
- Lodging: Can charge \$25-\$100 weekly (by housing type) if voluntary and primarily for employee benefit
- Uniforms: Can't charge or require deposits for special uniforms, special cleaning, or ordinary wear and tear
- Other deductions: Only for items in CRS 8-4-105; not for poor work, breakage, quitting without notice, etc.

Time Worked: All on-duty or on-premises time that must be paid (Rule 1.9)

- Cleanup or setup (examples: put on or remove clothes, or gear, worn only at work)
- Checking in or out (timeclock, security or safety screening, etc.), or waiting to do so
- Receiving or sharing work information, or wait for tasks – but not just off-duty time on premises
- Travel for employer benefit – but not normal commuting (Rule 1.9.2)
- Sleep time required to be on-site – but not if lengthy and uninterrupted (Rule 1.9.3)

Exemptions from COMPS (Rule 2.2 lists all; highlights below)

- Executive/supervisor, administrator, or professional: \$57,784 (updated yearly) in salary (not hourly pay)
- Other high-level work: non-manual jobs paid 2¼ times the above salary; ⅓ owners who actively manage
- Some (not all) salespeople, computer professionals, drivers, camp/outdoor ed staff, or property managers
- Duties to pay wages, including most limits on deductions, still apply if exempt from COMPS

Employer Responsibilities (Rule 7)

- Give employees pay statements (total pay, rate, tips, credits, and time worked), and keep for 3 years
- Display this poster/notice where easily seen (or give to employees); also include in any handbook/manual
- Use translations (available from this Division) of this poster/notice for employees with limited English
- Not giving (or undercutting) posters or notices may disallow employer credits, deductions, or exemptions
- Individuals with control over work may be liable for wages and violations, even at incorporated employers

Complaint & Anti-Retaliation Rights (Rule 8)

- File complaints in the Division or Court, or send the Division confidential tips
- Retaliation, or actions interfering with rights, may yield fines or other consequences
- Immigration status is irrelevant to these rights, and can't be used to interfere with rights

Contact Us:

DIVISION OF LABOR STANDARDS & STATISTICS
303-318-8441 / 888-390-7936 / cdle_labor_standards@state.co.us *(English or Spanish)*

For all laws,
guidance, &
complaints:
[ColoradoLaborLaw.gov](https://coloradolaborlaw.gov)



Spanish
guidance &
complaints:
LeyesLaboralesDeColorado.gov



This notice
in other
languages:
cdle.colorado.gov/LaborStandardsPosters



CO02E



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COLORADO

**Department of
Regulatory Agencies**

Colorado Civil Rights Division

Colorado Law Prohibits Discrimination in: **EMPLOYMENT** C.R.S. § 24-34-401 et seq.

IT SHALL BE A DISCRIMINATORY OR UNFAIR EMPLOYMENT PRACTICE:

to REFUSE TO HIRE, to DISCHARGE, to PROMOTE or DEMOTE, to HARASS during the course of employment, or to discriminate IN MATTERS of COMPENSATION, TERMS, CONDITIONS, or PRIVILEGES of employment.

BECAUSE OF:

DISABILITY, RACE, CREED, COLOR, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION, RELIGION, AGE, NATIONAL ORIGIN or ANCESTRY, MARITAL STATUS, or, in certain circumstances, MARRIAGE TO A COWORKER.

REASONABLE ACCOMMODATIONS FOR DISABILITIES:

An employee with a disability is entitled to a reasonable accommodation(s) which is necessary to perform the essential functions of the job. An accommodation is not reasonable if its provision would result in an undue hardship on the employer's business.

PREGNANT WORKERS FAIRNESS ACT – C.R.S. § 24-34-402.3

An employee with a health condition(s) related to pregnancy or physical recovery from childbirth is entitled to a reasonable accommodation(s) necessary to perform the essential functions of the job. An accommodation is not reasonable if its provision would result in an undue hardship on the employer's business.

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

It is a discriminatory act to retaliate against a person who opposes a discriminatory practice or who participates in a discrimination investigation, proceeding or hearing.

SHARING WAGE INFORMATION PROTECTED – C.R.S. § 24-34-402(i)

An employer shall not discharge, discipline, discriminate against, coerce, intimidate, threaten, or interfere with an employee or person due to an inquiry, disclosure or discussion of wages. An employer shall not require an employee to waive the right to disclose wage information.

CROWN Act of 2020:

Discrimination on the basis of one's race includes hair texture, hair type, hair length or a protective hairstyle commonly or historically associated with race, such as braids, locs, twists, tight coils or curls, cornrows, Bantu knots, Afros, and headwraps. eff. 6/3/24.

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

MAIN PHONE: 303-894-2997; **HOTLINE ESPANOL:** 720-432-4294; **TOLL-FREE:** 800-262-4845; **V/TTD RELAY:** 711;
FAX: 303-894-7830; **EMAIL:** DORA_CCRD@STATE.CO.US

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



COLORADO

**Department of
Regulatory Agencies**

Colorado Civil Rights Division

Colorado Law Prohibits Discrimination in places of: **PUBLIC ACCOMMODATION** C.R.S. § 24-34-601 *et seq.*

PLACE OF PUBLIC ACCOMMODATION MEANS:

ANY PLACE OF BUSINESS engaged in any SALES to the PUBLIC and ANY PLACE OFFERING SERVICES, FACILITIES, PRIVILEGES, ADVANTAGES, or ACCOMMODATIONS to the PUBLIC.

IT IS A DISCRIMINATORY PRACTICE AND UNLAWFUL FOR A PERSON DIRECTLY OR INDIRECTLY TO:

REFUSE, WITHHOLD FROM, or DENY to an individual or a group FULL and EQUAL ENJOYMENT of the GOODS, SERVICES, FACILITIES, PRIVILEGES, ADVANTAGES, or ACCOMMODATIONS of a place of public accommodation

BECAUSE OF: DISABILITY, RACE, CREED, COLOR, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION, MARITAL STATUS, NATIONAL ORIGIN or ANCESTRY.

SERVICE ANIMALS C.R.S. § 24-34-803:

SERVICE ANIMAL DESIGNATION IS LIMITED TO A DOG OR MINIATURE HORSE — EMOTIONAL SUPPORT ANIMALS ARE NOT SERVICE ANIMALS

THE DOG MUST BE INDIVIDUALLY TRAINED TO PERFORM TASK(S) OR WORK RELATED TO A DISABILITY.

THE MERE PRESENCE OF THE DOG MEANT TO PROVIDE EMOTIONAL SUPPORT/THERAPY/ AND/OR COMPANIONSHIP IS NOT SUFFICIENT TO MEET THE DEFINITION OF A SERVICE ANIMAL.

AN ENTITY MAY NOT REQUIRE OR REQUEST A LICENSE, REGISTRATION, OR OTHER DESIGNATION CONFIRMING STATUS AS A SERVICE ANIMAL. AN ENTITY MAY MAKE THE FOLLOWING INQUIRIES:

1.) IS THIS DOG A SERVICE ANIMAL TRAINED TO PERFORM A TASK(S) OR WORK RELATED TO A DISABILITY?

2.) WHAT IS THE TASK OR WORK THE DOG IS TRAINED TO PERFORM?

A SERVICE ANIMAL MUST BE UNDER THE CONTROL OF ITS HANDLER AT ALL TIMES. THE HANDLER IS RESPONSIBLE FOR THE CARE OF THE SERVICE ANIMAL, INCLUDING TOILETING, FEEDING, AND OTHERWISE CARING FOR THE DOG.

A SERVICE ANIMAL MAY BE DENIED ENTRY IF ITS PRESENCE WOULD RESULT IN A FUNDAMENTAL ALTERATION OF THE NATURE OF THE ENTITIES' OPERATIONS AND/OR MAINTENANCE OF A STERILE ENVIRONMENT. THE MERE PRESENCE OF A SERVICE ANIMAL IS NOT GROUNDS FOR A VIOLATION OF THE HEALTH CODE. SERVICE ANIMALS MUST BE ALLOWED IN DINING AREAS AND IN SELF SERVICE FOOD LINES. AN ENTITY MAY NOT CHARGE FEES FOR ALLOWING A SERVICE ANIMAL TO BE PRESENT.

RETALIATION PROHIBITED:

A PERSON WHO OPPOSES DISCRIMINATION, OR WHO PARTICIPATES IN THE INVESTIGATION OF DISCRIMINATION HAS ENGAGED IN PROTECTED ACTIVITY AND RETALIATION FOR ENGAGING IN A PROTECTED ACTIVITY IS PROHIBITED BY COLORADO LAW.

COLO. CIVIL RIGHTS COMM'N RULE 20.4 — DISCRIMINATORY SIGNAGE IN PLACES OF PUBLIC ACCOMMODATION:

No person shall post or permit to be posted in any place of public accommodation any sign which states or implies the following:
"WE RESERVE THE RIGHT TO REFUSE SERVICE TO ANYONE" — 3CCR708-1

CROWN Act of 2020:

Discrimination on the basis of one's race includes hair texture, hair type, hair length or a protective hairstyle commonly or historically associated with race, such as braids, locs, twists, tight coils or curls, cornrows, Bantu knots, Afros, and headwraps. eff. 6/3/24.

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

MAIN PHONE: 303-894-2997; **HOTLINE ESPANOL:** 720-432-4294; **TOLL-FREE:** 800-262-4845; **V/TTD RELAY:** 711;
FAX: 303-894-7830; **EMAIL:** DORA_CCRD@STATE.CO.US

PUBLIC ACCOMMODATION DISCRIMINATION COMPLAINTS MUST BE FILED WITHIN SIXTY (60) DAYS AFTER THE ALLEGED DISCRIMINATORY ACT OCCURRED.





COLORADO

**Department of
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Colorado Civil Rights Division

Colorado Law Prohibits Discrimination in: **HOUSING** C.R.S. § 24-34-501 *et seq.*

IT SHALL BE A DISCRIMINATORY OR UNFAIR HOUSING PRACTICE:

For any person to REFUSE TO SHOW, SELL, TRANSFER, RENT, or LEASE, or REFUSE to RECEIVE and TRANSMIT any bona fide offer to buy, sell, rent, or lease, or OTHERWISE MAKE UNAVAILABLE or DENY or WITHHOLD FROM any person housing; or to discriminate in the TERMS, CONDITIONS, or PRIVILEGES pertaining to any housing.

BECAUSE OF:

DISABILITY, RACE, CREED, COLOR, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION, RELIGION, MARITAL STATUS, FAMILIAL STATUS, NATIONAL ORIGIN or ANCESTRY, SOURCE OF INCOME, VETERANS OR MILITARY STATUS

REASONABLE ACCOMMODATIONS FOR DISABILITIES:

A person with a disability is entitled to a reasonable accommodation(s) and/or modification which is necessary to allow the person full and equal enjoyment of housing. An accommodation is not reasonable if its provision would result in an undue financial and administrative burden or a fundamental alteration of the housing provider's operation.

ASSISTANCE ANIMALS:

Assistance animals include service animals and emotional support animals and are one form of a reasonable accommodation in housing. A person with a disability may request, as a reasonable accommodation, an exception to a no pet policy, or a policy that would otherwise prohibit their assistance animal from residing in their home.

Service animals are designated as a dog or miniature horse that are individually trained to perform task(s) or work related to a disability. Examples include a guide dog or medical alert dog.

Emotional support animals may be any type of animal that provides a therapeutic effect to alleviate a mental impairment.

RETALIATION PROHIBITED:

It is a discriminatory act to retaliate against a person who opposes a discriminatory practice or who participates in a discrimination investigation, proceeding or hearing.

CROWN Act of 2020:

Discrimination on the basis of one's race includes hair texture, hair type, hair length or a protective hairstyle commonly or historically associated with race, such as braids, locs, twists, tight coils or curls, cornrows, Bantu knots, Afros, and headwraps. eff. 6/3/24.



CCRD IS A FAIR HOUSING ASSISTANCE PROGRAM (FHAP) AND PARTNERS WITH HUD IN THE ENFORCEMENT OF FAIR HOUSING LAWS.

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

MAIN PHONE: 303-894-2997; HOTLINE ESPANOL: 720-432-4294; TOLL-FREE: 800-262-4845; V/TTD RELAY: 711; FAX: 303-894-7830; EMAIL: DORA_CCRD@STATE.CO.US

HOUSING DISCRIMINATION COMPLAINTS MUST BE FILED WITHIN ONE (1) YEAR AFTER THE ALLEGED DISCRIMINATORY ACT OCCURRED.



THE HEALTHY FAMILIES & WORKPLACES ACT (“HFWA”): Paid Leave Rights

Coverage: All Colorado employers, of any size, must provide paid leave

- All employees earn 1 hour of paid leave per 30 hours worked (“accrued leave”), up to 48 hours a year.
- Employees are required to be paid their regular pay rate during leave, and the employer must continue their benefits.
- Up to 48 hours of unused accrued leave carries over for use during the next year.
- For details on specific situations (irregular hours, non-hourly pay, etc.), see Wage Protection Rule 3.5, 7 CCR 1103-7.
- Up to 80 hours of supplemental leave applies in a public health emergency (PHE), until 4 weeks after the PHE ends.*

Employees can use accrued leave for the following safety or health needs:

- (1) a mental or physical illness, injury, or health condition that prevents work, including diagnosis or preventive care;
- (2) domestic abuse, sexual assault, or criminal harassment leading to health, relocation, legal, or other services needs;
- (3) caring for a family member experiencing a condition described in category (1) or (2);
- (4) grieving, funeral/memorial attendance, or financial/legal needs after a death of a family member;
- (5) due to inclement weather, power/heat/water loss, or other unexpected occurrence, the employee's needs to either (a) evacuate their residence, or (b) care for a family member whose school or place of care was closed; *or*
- (6) in a PHE, a public official closed the workplace, or the school or place of care of the employee's child.

Employer Policies (Notice; Documentation; Incremental Use; Privacy; and Paid Leave Records)

- **Written notice and posters.** Employers must (1) provide notice to new employees no later than other onboarding documents/policies; and (2) display updated posters, and provide updated notices to current employees, by end of year.
- **Notice for “foreseeable” leave.** Employers may adopt “reasonable procedures” in writing as to how employees should provide notice if they require “foreseeable” leave, but **cannot deny paid leave** for noncompliance with such a policy.
- **An employer can require documentation to show that accrued leave was for a qualifying reason only if leave was for four or more consecutive work days** (*i.e.* days when an employee would have worked, not calendar days).
- **Documentation is not required to *take* accrued leave**, but can be required as soon as an employee returns to work or separates from work (whichever is sooner). **No documentation can be required for PHE leave.**
- **To document leave for an employee’s (or an employee’s family member’s) health-related need**, an employee may provide: **(1)** a document from a health or social services provider *if* services were received and a document can be obtained in reasonable time and without added expense; ***otherwise* (2)** the employee’s own writing.
- **Documentation as to domestic abuse, sexual assault, or criminal harassment** can be a document or writing under (1) above (*e.g.* legal or shelter services provider) or (2) above, or legal document (restraining order, police report, etc.).
- **If an employer reasonably deems an employee’s documentation deficient**, the employer must: (A) notify the employee within seven days of either receiving the documentation or the employee’s return to work or separation (whichever is sooner), and (B) give the employee at least seven days to cure the deficiency.
- **Incremental Use.** Depending on employer policy, employees can use leave in either hourly or six-minute increments.

- **Employee Privacy.** Employers cannot require employees to disclose “details” about an employee’s (or their family’s) HFWA-related health or safety information; such information must be treated as a confidential medical record.
- **Records must be retained and provided upon request.** Employers must provide documentation of the current amount of paid leave employees have (1) available for use, and (2) already used during the current benefit year, including any supplemental PHE leave. Information may be requested once per month or when the need for HFWA leave arises.

Retaliation or Interference with HFWA Rights

- **Paid leave cannot be counted as an “absence”** that may result in firing or another kind of adverse action.
- **An employee can’t be required to find a “replacement worker” or job coverage when taking paid leave.**
- **An employer cannot fire, threaten, or otherwise retaliate against, or interfere with use of leave by**, an employee who: (1) requests or takes HFWA leave; (2) informs or assists another person in exercising HFWA rights; (3) files a HFWA complaint; or (4) cooperates/assists in investigation of a HFWA violation.
- **If an employee’s reasonable, good-faith HFWA complaint, request, or other activity is *incorrect***, an employer need not agree or grant it, but cannot *act against* the employee for it. Employees *can* face consequences for misusing leave.

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

Coverage: All Employers and Employees, Plus Certain Independent Contractors

- PHEW covers not just “employers” and “employees,” but all “**principals**” (an employer **or** a business with at least 5 independent contractors) and “**workers**” (employees **or** independent contractors working for a “principal”).

Worker Rights to Oppose Workplace Health/Safety Violations:

- It is unlawful to **retaliate against, or interfere with**, the following acts:
 - (1) **raising reasonable concerns**, including informally, to the principal, other workers, the government, or the public, about workplace violations of government health or safety rules, or a significant workplace health or safety threat;
 - (2) **opposing or testifying, assisting, or participating** in an investigation or proceeding about retaliation for, or interference with, the above-listed conduct.
- A principal need not address a worker’s PHEW-related concern, but it still cannot fire or take other *action against* the worker for raising such a concern, as long as the concern was reasonable and in good-faith.

Workers’ Rights to Use Their Own Personal Protective Equipment (“PPE”):

- A worker must be allowed to **voluntarily wear their own PPE** (mask, faceguard, gloves, etc.) if the PPE (1) provides **more protection** than equipment provided at the workplace, (2) is **recommended** by a government health agency (federal, state, or local), and (3) does not make the worker **unable to do the job**.

COMPLAINT RIGHTS (under both HFWA & PHEW)

- Report violations to the Division as complaints or anonymous tips, or file in court after exhausting pre-lawsuit remedies.

This Poster summarizes two Colorado workplace public health laws: C.R.S. § 8-13.3-401 et seq., (paid leave), and C.R.S. § 8-14.4-101 et seq. (healthy and safety whistleblowing) including amendments current as of the date of this poster. It does not cover other health or safety laws, rules, and orders, including under the federal Occupational Safety and Health Act (OSHA), from the Colorado Department of Public Health and Environment (CDPHE), or from local public health agencies. Contact those agencies for such health and safety information.

*In a PHE, employees gain additional hours of leave for inability to work, testing, quarantining, caring for family in such situations, and related needs. No PHE is now in effect; this poster will be updated if one is declared.

This poster must be displayed where easily accessible to workers, shared with remote workers, provided in other languages as needed, and replaced with any annually updated versions.

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, cdle_labor_standards@state.co.us, 303-318-8441 / 888-390-7936.



FAMLI Program Notice

Colorado's Family and Medical Leave Insurance (FAMLI)
Paid time for the moments that matter

You may qualify for FAMLI paid leave if you earned \$2,500 over the previous year, and need to:



Care for a new child through birth, adoption, or foster placement



Care for your own serious health condition



Care for a family member with a serious health condition



Support a family member preparing for military deployment



Seek safety or support related to domestic violence, stalking, or sexual assault



Care for a newborn in a Neonatal Intensive Care Unit or higher level of care

What You Pay

For 2026, your employer sends 0.44% of your wages to the FAMLI benefit fund. This shows up on your paystub as "FAMLI premium."

Your Rights

- If you've worked for your employer for 180 days, your job is protected when you return.
- Your employer may not retaliate, interfere, or discriminate against you for using FAMLI benefits.
- If something feels wrong, you can file a complaint by contacting the FAMLI Division.
- If your claim is denied, you can file a reconsideration at myfamliplus.state.co.us.



COLORADO
Family and Medical Leave
Insurance Program (FAMLI)
Department of Labor and Employment

How Much Leave You Can Take

12 Weeks

Up to 12 weeks each year

4 Weeks

Up to 4 extra weeks for pregnancy or childbirth complications

12 Weeks

Up to 12 more weeks for Neonatal Care Leave

You can take leave all at once, intermittently, or on a reduced schedule. FAMLI leave may reduce your available FMLA leave.

What You'll Receive



Weekly payment of up to 90% of your wages (sliding scale, based on income)



Benefits that are not taxed by Colorado. Federal taxes may apply.



You can estimate your weekly benefit at famli.colorado.gov.

How To Apply



Apply at: myfamliplus.state.co.us



Give 30 days' notice when possible, or notify your employer as soon as you can.

Learn more: famli.colorado.gov

For assistance, call: 1-866-263-2654

Visit: 707 17th Street, Suite 150, Denver, CO.

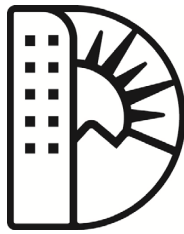
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Labor Law Compliance Center
(800) 801-0597

www.laborlawcc.com





DENVER
THE MILE HIGH CITY

CITY AND COUNTY OF DENVER

This establishment is subject to the provisions of Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, et seq., as amended, and the City and County of Denver's Anti-Discrimination Ordinance (Chapter 28, Article IV, § 28-91, et seq.) which prohibits discrimination based on:

Race, Color, Religion, National Origin, Ethnicity, Citizenship, Immigration Status, Gender, Age, Sexual Orientation, Gender Identity, Gender Expression, Marital Status, Marital Status, Source of Income, Protective Hairstyles, Military Status, or Disability.

Discrimination is prohibited in the areas of:

- **Employment**
- **Housing and Commercial Space**
- **Public Accommodations**
- **Private Educational Institutions**
- **Private Health and Welfare Services**

Complaints of possible violations may be filed with
Denver's Anti-Discrimination Office,
Agency for Human Rights and Community Partnerships
201 West Colfax Avenue, Dept. 1102
Denver, CO 80202

Phone: (720) 913-8458 Video Phone: (720) 458-8486

darius.smith@denvergov.org

www.denvergov.org/discrimination



Wage Theft is Illegal

El robo de salarios es ilegal

Denver Auditor's Office and Denver Labor | Oficina del Auditor de Denver y Denver Labor



Denver's minimum wage is **\$19.29 per hour**

El salario mínimo de Denver es de **\$19.29 por hora**

You deserve the wages you are owed.

Civil wage theft is a crime. If you were not paid the wages you are entitled to or you earned less than the wages required by the law, we can help.

All workers have wage rights, regardless of immigration status. Retaliation and immigration-related threats are strictly prohibited and subject to legal penalties.

Denver's minimum wage and civil wage theft ordinances protect all who work in the City and County of Denver.

If you were not paid at least the minimum wage or you were not paid the wages you earned, contact us below to submit a complaint.

DENVER AUDITOR
TIMOTHY M. O'BRIEN, CPA



Usted merece recibir el dinero que ganó con su trabajo.

El robo de salarios en el ámbito civil es un delito. Si no recibió los sueldos a los que tiene derecho, o si ganó menos del salario que exige la ley, podemos ayudarle.

Todos los trabajadores tienen derechos salariales independientemente de su estatus migratorio. Las represalias y las amenazas relacionadas con la situación migratoria están prohibidas y sujetas a penalizaciones.

Las ordenanzas de salario mínimo y de robo de salarios en el ámbito civil de Denver protegen a todas las personas que trabajan en la Ciudad y el Condado de Denver.

Contáctenos para presentar una queja si no le pagaron al menos el salario mínimo o si no recibió los sueldos que le corresponden.



Information about
minimum wage



Call: 720-913-WAGE (9243)



Email: WageComplaints@DenverGov.org



Web: DenverWages.org



Information about
civil wage theft



Labor Law Compliance Center
(800) 801-0597
www.laborlawcc.com

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For 2026



City-Wide Minimum Wage Schedule

On April 18, 2023, Edgewater City Council passed Ordinance 2023-07, AN ORDINANCE ESTABLISHING A LOCAL MINIMUM WAGE REQUIREMENT AND PENALTIES, REMEDIES AND ENFORCEMENT RELATED THERETO.

Edgewater Minimum Wage Rates

The below figures show a framework for the citywide minimum wage rate. The concept is to look at a five-year increase of an Edgewater citywide minimum wage to catch up and level off with Denver's citywide minimum wage.

Rates for 2024, 2025, 2026, 2027 and 2028 have been approved. 2029 rates will be determined based on the Denver Minimum wage.

Minimum Wage Table	2023	2024	2025	2026	2027	2028
<i>Proposed Edgewater Wage</i>	\$13.65	\$15.02	\$16.52	\$18.17	\$19.99	\$21.99
<i>Proposed Tipped Worker Wage</i>	\$10.63*	\$12.00*	\$13.50*	\$15.15*	\$16.97*	\$18.97*

** Hourly wage for tipped worker based on State mandated \$3.02 tip credit.*

“IT IS AGAINST THE LAW TO PAY WAGES BELOW THE EDGEWATER MINIMUM WAGE.

COMPLAINTS THAT A VIOLATION OF THIS LAW HAVE OCCURRED MAY BE FILED WITH THE CITY OF EDGEWATER BY CALLING (720) 763-3002; EMAILING CITYCLERK@EDGEWATERCO.COM; OR COMING TO THE EDGEWATER CIVIC CENTER AT 1800 HARLAN STREET TO REQUEST AN APPOINTMENT.

For more information about Edgewater's Minimum Wage, please visit
www.edgewaterco.com





Unincorporated Boulder County Minimum Wage

POST WHERE EMPLOYEES MAY READ EASILY
- VIOLATORS SUBJECT TO PENALTIES -

\$16.82 per Hour

Effective January 1, 2026

To respond to the needs of unincorporated Boulder County's lowest paid workers in the face of the rising cost of living, the Boulder County Commissioners unanimously passed the county's local minimum wage ordinance in November 2023. Through a series of annual increases, the minimum wage for unincorporated Boulder County will rise to \$25 by 2030.

This year's minimum wage was increased to allow any jurisdiction within Boulder County that is implementing a local minimum wage this year to align closer to neighboring Denver, who also has increased their minimum wage above the state minimum wage.

In 2019, the legislature for Colorado granted local governments the legal ability to adopt local minimum wages specific to their jurisdiction, and encouraged jurisdictions to do so. The adoption of the local minimum wage for Boulder County was the result of feedback from an online survey and sharing the results of said survey, a town hall meeting, and lastly a public hearing on November 2, 2023.

If you have any questions regarding the minimum wage, or believe you are not paid at or above the minimum wage within Boulder County, contact your employer or the Commissioners' Office whose contact is listed below.

Boulder County, Colorado Commissioners' Office

Email: commissioners@bouldercounty.gov

Phone: 303-441-3500

Website: <https://bouldercounty.gov/government/elected-officials/commissioners/>

Revised December 3, 2025

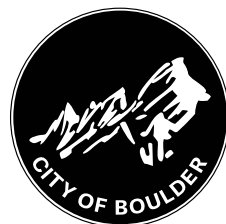
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Labor Law Compliance Center
(800) 801-0597
www.laborlawcc.com



City of Boulder Minimum Wage



Year	Rate
2025	\$15.57
2026	\$16.82
2027	\$18.17

Every employer must ensure their employees are not paid less than the city's local minimum wage.

- Applies to people of all ages.
- Tipped wages can be \$3.02 less than the listed minimum wage.
- Independent contractors are exempt from the city's local minimum wage.

Wage Theft:

Wage theft means the non-payment of wages, including wages due for paid time off, overtime, or other paid benefits. Wage theft is illegal. Civil wage theft laws protect all who work in Colorado, regardless of immigration status.

The Colorado Department of Labor and Employment enforces Boulder's minimum wage law and can help you if you experience wage theft. Learn more and get help filing a claim at ColoradoLaborLaw.gov, by phone 303-318-8441, or by email at cdle_labor_standards@state.co.us

For more information on local minimum wage, visit bldr.fyi/49DGJNr or scan the QR code.



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Labor Law Compliance Center
(800) 801-0597
www.laborlawcc.com