



STEAMBOAT SPRINGS CHAMBER

VITALITY IN THE VALLEY

The Colorado Legislature recently passed two COVID-19 relief bills that should be of interest to the Steamboat Springs Chamber membership

Healthy Families and Workplaces Act

The bill requires employers to provide paid sick leave to employees through December 31st, 2020. Employers are required to provide each of their employees paid sick leave for employees to take for reasons related to the COVID-19 pandemic in the amounts and for the purposes specified in the federal "Emergency Paid Sick Leave Act" in the "Families First Coronavirus Response Act".

Additionally, beginning January 1, 2021, the act requires all employers in Colorado to provide paid sick leave to their employees, accrued at one hour of paid sick leave for every 30 hours worked, up to a maximum of 48 hours.

- Paid sick leave begins accruing when the employee's employment begins
- Paid sick leave may be used as it is accrued
- Paid sick leave may be carried forward and used in subsequent calendar years if it is not used in the year in which it is accrued

Employees may use accrued paid sick leave to be absent from work for the following purposes:

- The employee has a mental or physical illness, injury, or health condition; needs a medical diagnosis, care, or treatment related to such illness, injury, or condition; or needs to obtain preventive medical care
- The employee needs to care for a family member who has a mental or physical illness, injury, or health condition; needs a medical diagnosis, care, or treatment related to such illness, injury, or condition; or needs to obtain preventive medical care
- The employee or family member has been the victim of domestic abuse, sexual assault, or harassment and needs to be absent from work for purposes related to such crime
- A public official has ordered the closure of the school or place of care of the employee's child or of the employee's place of business due to a public health emergency, necessitating the employee's absence from work

In addition to the paid sick leave accrued by an employee, the act requires an employer to provide its employees an additional amount of paid sick leave during a public health emergency in an amount based on the number of hours the employee works.

Read the full bill at <https://leg.colorado.gov/bills/sb20-205>.



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Whistleblower Protection Public Health Emergencies

The bill prohibits a principal from discriminating, retaliating, or taking adverse action against any worker who:

- Raises any concern about workplace health and safety practices or hazards related to a public health emergency to the principal, the principal's agent, other workers, a government agency, or the public if the workplace health and safety practices fail to meet guidelines established by a federal, state, or local public health agency with jurisdiction over the workplace
- Voluntarily wears at the worker's workplace the worker's own personal protective equipment, such as a mask, faceguard, or gloves

Read the full bill at <https://leg.colorado.gov/bills/hb20-1415>.

Contact our local independent HR experts with questions:

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