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 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.

When am I covered?
As of January 1, 2021, employers with 16 or more employees must provide paid sick time to its employees. Beginning January 1, 2022, employees are covered regardless of business size.

BUT Colorado workers are entitled to **additional** paid sick time for COVID-19 purposes, regardless of business size.

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.

COVID-19 note: Colorado's law provides *additional* paid sick time during certain declared public health emergencies, such as COVID-19. As of January 1, 2021, employers in Colorado of all sizes are required to provide additional paid sick leave for COVID-19. To learn more or for updates on COVID-19 sick leave in Colorado, visit abetterbalance.org or contact 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**.

a better balance
the work and family legal center

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