

Minimum Wage Department of Labor and Employment, Division of Labor Standards & Statistics COLORADO OVERTIME & MINIMUM PAY STANDARDS ORDER ("COMPS Order") #39, POSTER & NOTICE Effective 1/1/24; must update annually; new poster available each December

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage, where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

Public Health Rights Department of Labor and Employment Colorado Workplace Public Health Rights Poster: PAID LEAVE, WHISTLEBLOWING, & PROTECTIVE EQUIPMENT Updated July 14, 2023

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. (health 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 Safety and Health Act (CDPSHA).

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

Discrimination Department of Regulatory Agencies, Colorado Civil Rights Division Colorado Law Prohibits Discrimination in: EMPLOYMENT IT SHALL BE A DISCRIMINATORY OR UNFAIR EMPLOYMENT PRACTICE: TO REFUSE TO HIRE, TO DISCHARGE, TO PROMOTE OR DENOTE, TO HARBOR during the course of employment, or to discriminate in MATTERS OF COMPENSATION, TERMS, CONDITIONS, or PRIVILEGES OF EMPLOYMENT.

Payday COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT DIVISION OF LABOR STANDARDS AND STATISTICS NOTICE OF PAYDAYS In accordance with 8-4-107, C.R.S., Every employer shall post and keep posted conspicuously at the place of work if practicable, or otherwise where it can be seen as employees come or go to their places of work, at or at the office or nearest agency for payment kept by the employer a notice specifying the regular paydays and the time and place of payment, in accordance with the provisions of section 8-4-103, and also may charge concerning them any notice which may appear from time to time.

FAMILY COLORADO Family and Medical Leave Insurance Program (FAMLI) Department of Labor and Employment Updated December 2023 famli.colorado.gov

NOTICE IF YOU ARE INJURED ON THE JOB, YOU HAVE RIGHTS UNDER THE COLORADO WORKERS' COMPENSATION ACT. YOUR EMPLOYER IS REQUIRED BY LAW TO HAVE WORKERS' COMPENSATION INSURANCE. THE COST OF THE INSURANCE IS PAID ENTIRELY BY YOUR EMPLOYER. IF YOUR EMPLOYER DOES NOT HAVE WORKERS' COMPENSATION INSURANCE, YOU STILL HAVE RIGHTS UNDER THE LAW. IT IS AGAINST THE LAW FOR YOUR EMPLOYER TO HAVE A POLICY CONTRARY TO THE REPORTING REQUIREMENTS SET FORTH IN THE COLORADO WORKERS' COMPENSATION ACT. YOUR EMPLOYER IS INSURED THROUGH: (Please write or type your insurance carrier name and contact information here.)