

Colorado & Federal Employment Notices

NOTE: OSHA REQUIRES THAT REPRODUCTIONS OR FACSIMILES OF THE POSTER BE AT LEAST 8 1/2" X 14" INCHES WITH 16 POINT TYPE

OSHA Job Safety and Health Occupational Safety and Health Administration

IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive instruction and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

Contact OSHA. We can help.

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

Family Medical Leave Act

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT
THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

WHAT IS FMLA?
The FMLA allows eligible employees to take up to 12 weeks of unpaid leave for certain family and medical reasons. The 12 weeks of leave may be taken in one continuous block or in intermittent blocks for up to 12 months. FMLA leave is unpaid, but the employee's job must be held open for the employee's return.

Eligible employees can take up to 12 workweeks of FMLA leave in 12 months period for:
- Your own serious medical condition that makes you unable to work.
- The serious medical condition of your spouse, child, or parent.
- The need to care for a family member who is unable to care for themselves because of a serious medical condition.
- The need to care for a newborn child, including a stillbirth or a child conceived through surrogacy.
- The need to care for a child who is in foster care.

Eligible employees can take up to 26 workweeks of FMLA leave in a single 12-month period for:
- The need to care for a child who is in foster care.
- The need to care for a child who is in foster care.

You have the right to use FMLA leave in one block of time. When it is necessary to use FMLA leave in intermittent blocks, you must use the leave in one block of time. You have the right to use FMLA leave in one block of time. When it is necessary to use FMLA leave in intermittent blocks, you must use the leave in one block of time.

Who is eligible to take FMLA leave?
- You must be an "eligible employee" as defined by the FMLA.
- You must have worked for your employer for at least 12 months before your FMLA leave.
- You must have at least 1,250 hours of service for your employer during the 12 months before your FMLA leave.

Additional Rights and Requirements:
- After being notified of your FMLA leave, you must provide a certification from a health care provider.
- You must be able to perform the essential functions of your job when you return from FMLA leave.
- Your employer must continue to pay you during your FMLA leave if you are on FMLA leave for a "serious medical condition" of your own, your spouse, child, or parent.
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USERRA

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THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

EMPLOYEE RIGHTS UNDER THE UNIFORMED SERVICES EMPLOYMENT REHABILITATION AND COMPENSATION ACT
YOUR RIGHTS UNDER THE UNIFORMED SERVICES EMPLOYMENT REHABILITATION AND COMPENSATION ACT

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment with their employer to perform military service. USERRA also protects the job rights of individuals who are discharged or laid off from their employer because of their military service. USERRA also protects the job rights of individuals who are discharged or laid off from their employer because of their military service.

REEMPLOYMENT RIGHTS:
- An eligible employee who leaves his or her job to perform military service has the right to be reemployed by his or her employer after the end of his or her military service. The employer must reemploy the employee in the same position or in a comparable position that is at least as good as the position the employee held before his or her military service. The employer must also pay the employee the same rate of pay and benefits as if the employee had not been absent from work because of military service.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION:
- An employer may not discriminate against an employee because of his or her military service. The employer may not discriminate against an employee because of his or her military service. The employer may not discriminate against an employee because of his or her military service.

Workers' Compensation

COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT DIVISION OF WORKERS' COMPENSATION

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.

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Federal Minimum Wage

EMPLOYEE RIGHTS UNDER THE FEDERAL MINIMUM WAGE ACT
75 FEDERAL MINIMUM WAGE ACT (FEDERAL MINIMUM WAGE ACT)

WHAT IS THE FEDERAL MINIMUM WAGE?
The Federal Minimum Wage Act (FMWA) sets the minimum wage for most workers in the United States. As of July 24, 2009, the federal minimum wage is \$7.25 per hour.

Who is covered by the FMWA?
The FMWA covers most workers in the United States. It does not cover independent contractors, agricultural workers, domestic workers, and certain other workers.

What are some exceptions to the FMWA?
- Small businesses with fewer than 50 employees.
- Agricultural workers.
- Domestic workers.
- Certain other workers.

Disability Minimum Wage

EMPLOYEE RIGHTS UNDER THE FEDERAL MINIMUM WAGE ACT
75 FEDERAL MINIMUM WAGE ACT (FEDERAL MINIMUM WAGE ACT)

WHAT IS THE DISABILITY MINIMUM WAGE?
The Disability Minimum Wage Act (DMWA) sets the minimum wage for workers who are disabled. As of July 24, 2009, the disability minimum wage is \$7.25 per hour.

Who is covered by the DMWA?
The DMWA covers workers who are disabled. It does not cover independent contractors, agricultural workers, domestic workers, and certain other workers.

IS IT 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:

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.

Pregnant Workers Fairness Act (PWFA)

WHAT IS PWFA?
The Pregnant Workers Fairness Act (PWFA) is a federal law that requires covered employers to provide "reasonable accommodations" to a qualified worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship."

WHAT ARE SOME POSSIBLE ACCOMMODATIONS FOR PREGNANT WORKERS?
- Schedule changes.
- Job modifications.
- Physical accommodations.
- Temporary transfers.

Polygraph Protection

THE EMPLOYER POLYGRAPH PROTECTION ACT PROHIBITS MOST PRIVATE EMPLOYERS FROM USING A DECEIT DETECTOR TO TEST EMPLOYEES FOR THE VIOLATION OF EMPLOYMENT AGREEMENTS.

PROHIBITIONS:
- No employer can require an employee to take a polygraph test as a condition of employment.

EXEMPTIONS:
- Federal government contractors.
- Law enforcement agencies.
- Certain other workers.

Wage Act

THE COLORADO WAGE ACT (CWA) IS A FEDERAL LAW THAT PROHIBITS EMPLOYERS FROM PAYING EMPLOYEES LESS THAN THE FEDERAL MINIMUM WAGE.

WHAT IS THE FEDERAL MINIMUM WAGE?
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Equal Employment Opportunity

THE FEDERAL EMPLOYMENT OPPORTUNITY ACT (FEEOA) PROHIBITS EMPLOYERS FROM DISCRIMINATING AGAINST EMPLOYEES ON THE BASIS OF RACE, SEX, NATIONAL ORIGIN, RELIGION, AND ANCESTRY.

WHAT ARE SOME PROHIBITED DISCRIMINATIONS?
- Race.
- Sex.
- National origin.
- Religion.
- Ancestry.

Workplace Public Health Rights

THE HEALTHY FAMILIES & WORKPLACES ACT (HFWA) PROTECTS EMPLOYEES' RIGHTS TO A SAFE AND HEALTHY WORKPLACE.

WHAT ARE SOME PROHIBITED DISCRIMINATIONS?
- Race.
- Sex.
- National origin.
- Religion.
- Ancestry.

IF YOU ARE INJURED ON THE JOB, AS SOON AS YOU ARE ABLE, AND REPORT YOUR INJURY TO YOUR EMPLOYER IN WRITING WITHIN 10 DAYS AFTER THE INJURY. IF YOU DO NOT REPORT YOUR INJURY PROMPTLY, YOU MAY STILL PURSUE A CLAIM. ADVISE YOUR EMPLOYER AS SOON AS YOU ARE ABLE, AND REPORT YOUR INJURY TO YOUR EMPLOYER IN WRITING WITHIN 10 DAYS AFTER THE INJURY.

Colorado Employment Security Act

THE COLORADO EMPLOYMENT SECURITY ACT (CESA) PROVIDES UNEMPLOYMENT BENEFITS TO ELIGIBLE WORKERS WHO HAVE LOST THEIR JOBS THROUGH NO FAULT OF THEIR OWN.

WHAT ARE THE ELIGIBILITY REQUIREMENTS FOR UNEMPLOYMENT BENEFITS?
- You must be a Colorado resident.
- You must have worked in Colorado for a certain amount of time.
- You must have earned a certain amount of wages.

Anti-Discrimination

RETALIATION PROHIBITED - C.R.S. § 24-34-402(6)
It is a discriminatory practice for an employer to retaliate against an employee for exercising a right protected by this act.

SHARING WAGE INFORMATION PROTECTED - C.R.S. § 24-34-402(7)
An employer that discloses wage information to another employee in violation of this act is liable for damages.

YOU MAY FILE A WORKER'S CLAIM FOR COMPENSATION WITH THE DIVISION OF WORKERS' COMPENSATION REGARDING THE WORKERS' COMPENSATION SYSTEM, THE CUSTOMER SERVICE CONTACT INFORMATION FOR THE DIVISION IS:

303-318-8700
1-888-390-7936 (Toll-Free)
cdle.colorado.gov/dwc

Public Accommodations

THE PUBLIC ACCOMMODATIONS ACT (PAA) PROHIBITS DISCRIMINATION AGAINST INDIVIDUALS IN PUBLIC ACCOMMODATIONS ON THE BASIS OF RACE, SEX, NATIONAL ORIGIN, RELIGION, AND ANCESTRY.

WHAT ARE SOME PROHIBITED DISCRIMINATIONS?
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State Minimum Wage

THE COLORADO MINIMUM WAGE ACT (CMWA) SETS THE MINIMUM WAGE FOR MOST WORKERS IN COLORADO.

WHAT IS THE COLORADO MINIMUM WAGE?
As of January 1, 2020, the Colorado minimum wage is \$11.50 per hour.

Division of Workers' Compensation

633 17th Street, Suite 400
Denver, CO 80202

303-318-8700
1-888-390-7936 (Toll-Free)
cdle.colorado.gov/dwc

Hazard Communication SDS

THE HAZARD COMMUNICATION STANDARD (HCS) REQUIRES EMPLOYERS TO PROVIDE SAFETY DATA SHEETS (SDS) TO EMPLOYEES WHO ARE EXPOSED TO HAZARDOUS CHEMICALS.

WHAT ARE THE REQUIREMENTS FOR SDS?
- SDS must be available to employees.
- SDS must be written in English and Spanish.
- SDS must be written in the language of the employee.

Emergency Notice

AMBUULANCE: FIRE-RESCUE: HOSPITAL: PHYSICIAN: ALTERNATE: POLICE: HAZARDOUS MATERIAL:

Emergency Notice

Payday Notice

IN ACCORDANCE WITH C.R.S. 8-4-107, C.R.S. 8-4-108, AND C.R.S. 8-4-109, EMPLOYERS MUST POST A NOTICE CONCERNING THE PAYMENT OF WAGES TO EMPLOYEES.

WHAT ARE THE REQUIREMENTS FOR THE PAYDAY NOTICE?
- The notice must be posted in a prominent place.
- The notice must be written in English and Spanish.
- The notice must be written in the language of the employee.

Family & Medical Leave Insurance

DEFINITIONS HAVE CHANGED SINCE JANUARY 1, 2023.

WHAT ARE THE REQUIREMENTS FOR FMLA LEAVE?
- You must be an eligible employee.
- You must have worked for your employer for at least 12 months.

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