Engage PEO Client Alert

Colorado Provides Employees with New Protected Reasons to Use Paid Sick Leave

WHAT'S NEW: On June 2, 2023, Colorado Governor Jared Polis, signed Senate Bill 23-017 amending Colorado's Healthy Families and Workplaces Act to provide employees with additional reasons to use paid sick leave. The law took effect on August 7, 2023.

WHAT IT MEANS: Prior to August 7, employers must allow employees to utilize paid sick leave for the following reasons:

- The employee's own mental or physical illness, injury, or health condition that prevents work.
- Obtaining preventative medical care (including a vaccination), or a medical diagnosis, care or treatment of any of the employee's mental or physical illness, injury or health condition.
- The employee is a victim of domestic abuse, sexual assault, or criminal harassment and needs leave for medical attention, mental health care or other counseling, victim services (including legal), or relocation.
- Care for a family member who has a mental or physical illness, injury, or health condition, or who needs the sort of care listed in category 2 or 3.
- Due to a public health emergency, a public official closed the employee's place of business, or child's school or place of care requiring the employee to care for the child.

In August 2023, employers will be required to allow employees to utilize paid sick leave for these additional reasons:

- Grieve, attend funerals or memorial services, or deal with financial and legal matters that arise after the death of a family member;
- Care for a family member whose school or place of care has been closed due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected occurrence or event that results in the closure of the family member's school or place of care; or
- Evacuate the employee's place of residence because of inclement weather, loss of power, loss of heating, loss of water, or another unexpected occurrence or event that results in the need to evacuate the employer's residence.

WHAT EMPLOYERS SHOULD DO: Employers should review PTO and sick leave policies to ensure compliance. Please find the updated Colorado Paid Sick Leave Policies – one for sick leave that is accrued and one for sick leave that is frontloaded, here.

Please reach out to your Engage Human Resources Consultant if you have any questions concerning this alert or other H.R.-related matters.