

# Engage PEO Client Alert:

## Colorado's Temporary COVID-19 Paid Sick Leave

To help prevent the spread of COVID-19, on March 11, 2020, the Colorado Department of Labor and Employment issued the Colorado Health Emergency Leave with Pay (“Colorado HELP”) Rules and amended them on March 26. The updated Colorado HELP Rules took effect on March 26 and will remain in effect for 30 days, or longer if Colorado’s state of emergency continues.

### Overview

The Colorado HELP Rules temporarily require employers in certain industries (listed below) to provide paid sick leave—up to 4 days—to employees experiencing flu-like symptoms and awaiting COVID-19 testing, and to employees under instructions from a health care provider to quarantine or isolate due to a risk of having COVID-19 even if not being tested<sup>1</sup>:

- Leisure and hospitality,
- Food services,
- Retail establishments that sell groceries,<sup>2</sup>
- Childcare,
- Education, including transportation, food service, and related work with educational establishments
- Home health, if working with elderly, disabled, ill, or otherwise high-risk individuals,
- Nursing homes, and
- Community living facilities.

If an employer already provides paid sick leave that meets the Colorado HELP Rules, such employers are not required to provide additional leave. However, employers that do not provide sufficient paid sick leave to comply with the Colorado HELP Rules must provide qualifying employees with the paid sick leave.

**If your business is subject to the Colorado HELP Rules, [click here](#) for a template, combined policy and acknowledgment form for your employees from the Engage Forms Library.**

**If you have questions regarding Colorado’s COVID-19 paid sick leave, please contact your Engage HR Consultant.**

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<sup>1</sup> On March 26, 2020, the Colorado Department of Labor and Employment (DOL) expanded the scope of the Colorado HELP Rules to apply to employees under instructions from a health care provider to quarantine or isolate due to a risk of having COVID-19 even if not being tested.

<sup>2</sup> On March 26, 2020, the DOL expanded the scope of covered employers to include retail establishments that sell groceries.