



COLORADO
Department of
Labor and Employment



Colorado employers required to offer paid sick leave

As one of several efforts to prevent the spread of COVID-19, the state of Colorado is requiring employers in specific industries to provide four paid sick days for those with flu-like symptoms who are being tested for coronavirus.

The Colorado Health Emergency Leave with Pay (Colorado HELP) rules affect the following industries:

- Leisure and hospitality
- Food services
- Community living facilities
- Child care facilities
- Home health workers serving the elderly
- Education
- Nursing homes

Resources:

- [Colorado COVID-19 Fast Facts](#)
- [CDC Guidance for Businesses and Employers](#)
- [Preventing COVID-19 Spread In Communities](#)
- [Comprehensive and Updated FAQs for Employers on the COVID-19 Coronavirus](#)

The rule is meant to limit the spread of the highly contagious disease and will affect an estimated 15% or more of the state's workers.

Governor Jared Polis declared a state of emergency March 10 in the face of a growing number of confirmed cases. As of 1 p.m. Wednesday, 27 cases of Coronavirus were confirmed in Colorado.

This emergency rule will be in place an estimated 30 days or as long as the state of emergency continues. The status will be evaluated monthly.

Without paid leave, people in low-wage jobs may work through the illness in order to pay their bills, which could significantly affect public health. The state is looking at ways to provide unemployment benefits in case of widespread disruption as well as other possible supports, including wage replacement.

Prepare and prevent:

- Practice good hygiene. Thoroughly wash your hands with soap and water. In the absence of soap and water, use hand-sanitizer; use your elbow or sleeve to cover coughs and sneezes
- Stay home if you're sick; keep your children home if they are sick. The illness can last for many days so make preparations now to work from home if possible.
- We advise Coloradans to always be prepared for an emergency— like a large snowstorm— and have a plan for your family. Make sure to have 72 hours of key supplies on hand like medications, infant formula, diapers, pet food, etc. FEMA guidance for pre-pandemic COVID-19 preparedness is available on [Ready.gov](#).
- Stay informed with reliable, up-to-date information. People who have general questions about coronavirus disease 2019, can call CO HELP at 303-389-1687 or 1-877-462-2911 or email COHELP@RMPDC.org, for answers in English and Spanish

For questions on Colorado HELP, call 303.318.8441 or email cdle_labor_standards@state.co.us.

[View Rule text and FAQ](#)

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