

EEOC - EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

Private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases: RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN...

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases: RACE, COLOR, RELIGION, SEX, SEXUAL ORIENTATION, GENDER IDENTITY...

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE: In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, prohibits employment discrimination based on race, color, religion, sex, national origin or national origin...

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-associated individuals. Employers CANNOT specify which documents(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment. Prohibitions: Employers are generally prohibited from requiring or requesting any employee or job applicant take a lie detector test...

WORKERS' COMPENSATION

Colorado Department of Labor and Employment Division of Workers' Compensation. Your employer has workers' compensation coverage for employees through:

Colorado Workers' Compensation Information

Workers' compensation is a type of insurance coverage that employers must provide to their employees. The cost of workers' compensation insurance is paid entirely by the employer and may not be deducted from an employee's wages.

If you are injured or sustain an occupational disease while at work, you may be entitled to compensation benefits as provided by law. WRITTEN NOTICE MUST BE GIVEN TO YOUR EMPLOYER WITHIN A WORKING DAY OF THE ACCIDENT. If you don't report your injury or occupational disease promptly your benefits may be reduced.

If you are unable to work as the result of a work-related injury or occupational disease, compensation (wage replacement) benefits will be based on 2/3 of your average weekly wage up to a maximum set by law. No compensation is payable for the first 3 days' disability unless the period of disability exceeds two weeks.

You are entitled to reasonable and necessary medical treatment of compensable injuries or occupational diseases. If you notify your employer of an injury or occupational disease and are not offered medical care, you may select the services of a licensed physician or chiropractor.

You may file a Worker's Claim for Compensation with the Division of Workers' Compensation. To obtain forms or information regarding the workers' compensation system, you may call Customer Service at 303-318-8700 or toll-free at 1-888-390-7936 or visit our website at www.colorado.gov/cdle/dwc.

COLORADO DIVISION OF WORKERS' COMPENSATION 633 17th Street, Suite 400, Denver, CO 80202-3626

Any information provided below comes from your employer and is specific to this place of employment:

WCA9 Rev 05/19

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009. The law requires employers to display this poster where employees can readily see it. OVERTIME Pay at least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek.

FMLA - FAMILY AND MEDICAL LEAVE ACT

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION. LEAVE ENTITLEMENTS Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons: The birth of a child or placement of a child for adoption or foster care.

PAYDAY NOTICE

Colorado Department of Labor and Employment Division of Labor and Employment 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 and go to their places of work, or at other specified locations...

COLORADO OVERTIME & MINIMUM PAY STANDARDS ORDER

Effective 1/1/22; must update annually; new poster available each mid-December. Colorado Minimum Wage: \$12.50/hour, or \$9.54 for Tipped Employees, in 2022 (Rule 3). The minimum wage is established for all employees who are not exempt. All employees must be paid at least the minimum wage (unless exempt in Rule 2), whether paid hourly or otherwise...

COLORADO MINIMUM WAGE

WORKERS' COMPENSATION: This poster is available as a courtesy by Colorado Division of Labor Standards and Statistics. Other Notice of Paydays Posters may be approved provided that they contain the elements and information required by 8-4-107, C.R.S. WORKERS' COMPENSATION: This poster is available as a courtesy by Colorado Division of Labor Standards and Statistics. Other Notice of Paydays Posters may be approved provided that they contain the elements and information required by 8-4-107, C.R.S.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Defense Medical Service (NDMS). USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

DISCRIMINATION IN EMPLOYMENT

Colorado Law Prohibits Discrimination in Employment C.R.S. § 24-34-401 et seq. IT SHALL BE A DISCRIMINATORY OR UNFAIR EMPLOYMENT PRACTICE: TO REFUSE TO HIRE, TO DISCHARGE, TO PROMOTE or DEMOTE, TO HARASS during the course of employment, or to discriminate in MATTERS OF COMPENSATION, TERMS, CONDITIONS, or PRIVILEGES OF EMPLOYMENT.

DISCRIMINATION IN PUBLIC ACCOMMODATIONS

Colorado Law Prohibits Discrimination in places of PUBLIC ACCOMMODATION C.R.S. § 24-34-401 et seq. PLACE OF PUBLIC ACCOMMODATION MEANS ANY PLACE OF BUSINESS engaged in any SALES to the PUBLIC and ANY PLACE OFFERING SERVICES, FACILITIES, or PRIVILEGES OF EMPLOYMENT.

WORKPLACE PUBLIC HEALTH RIGHTS POSTER

COLORADO WORKPLACE PUBLIC HEALTH RIGHTS POSTER: PAID LEAVE, WHISTLEBLOWING, & PROTECTIVE EQUIPMENT. THE HEALTHY FAMILIES AND WORKPLACES ACT ("HFWA"): Paid Leave Rights Coverage: All Colorado employers, of any size, must provide paid leave to their employees.

INJURY ON THE JOB

IF YOU ARE INJURED ON THE JOB, WRITTEN NOTICE OF YOUR INJURY MUST BE GIVEN TO YOUR EMPLOYER WITHIN FOUR WORKING DAYS AFTER THE ACCIDENT, PERIODICALLY FOR 90 DAYS, AND TO THE STATE OF COLORADO WITHIN 90 DAYS.

IF THE INJURY RESULTS FROM THE USE OF A CONTROLLED SUBSTANCE...

IF THE INJURY RESULTS FROM THE USE OF A CONTROLLED SUBSTANCE, THE EMPLOYER MAY BE EXEMPT FROM PROVIDING WORKERS' COMPENSATION BENEFITS.

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WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING STATUS. Since you last filed Form W-4 with your employer, you may have had a change in your marital status, number of dependents, or other factors that affect your withholding.

UNEMPLOYMENT INSURANCE

YOU HAVE THE RIGHT TO BE: Properly classified as an employee or an independent contractor. Paid accurately and timely for the services you perform. There are resources available to you if you believe you are being subject to improper classification work and when employees request a copy of their employer's classification determination. Employees are required to follow the law when paying hourly wages, overtime, and properly covering you for unemployment insurance and workers' compensation purposes.

AVISO A LOS TRABAJADORES

USTED TIENE EL DERECHO DE: Estar correctamente clasificado como un empleado o un contratista independiente. Ser pagado correctamente y a tiempo por los servicios que realiza. Los empleadores están obligados a cumplir con la ley al pagar salarios por hora, horas extras, y que cumpla con las leyes que rigen el seguro de desempleo y el seguro de compensación por accidentes de trabajo. Como trabajador usted tiene ciertos derechos, sea como empleado o contratista independiente. La clasificación incorrecta de los empleados como contratistas independientes y otras violaciones de la ley laboral, con muchos problemas, tanto para el empleador como para el trabajador que se beneficia de la ley.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health "IT'S THE LAW!" Occupational Safety and Health Administration. OSHA protects the health, safety, and general well-being of every worker.

All workers have the right to: A safe workplace. Receive information and training on job hazards, including all hazardous substances in your workplace.

Employees 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.

Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. 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.

Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.

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.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

This poster is available free from OSHA.

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