

# General Employment Laws and Resources

## EMPLOYMENT-AT-WILL

Colorado follows the legal doctrine of “employment-at-will”, which provides that employers and employees have an at-will relationship either of them may terminate at any time without advance notice or cause unless the employee is hired for a definite period of time or there is an agreement limiting the reasons for discharge. There are many exceptions to employment-at-will, including various exceptions created by the legislature and the courts such as discrimination, public policy, and contract law. [Contact an attorney for more information.](#)

### JURY DUTY AND PAY

- All regularly employed trial or grand jurors shall be paid regular wages, but not to exceed \$50 per day unless by mutual agreement between the employee and employer, by their employers for the first 3 days of juror service or any part thereof.
- State law protects a juror’s job; an employer shall not threaten, coerce, or discharge an employee for reporting for juror service as summoned.

⇒ Information: [www.courts.state.co.us](http://www.courts.state.co.us)

### VOTING AND PAY

- Employees who have 3 or more non-work hours available during the hours polls are open (typically 7:00 a.m. to 7:00 p.m.) on election day are not entitled to time off to vote.
- Upon prior request (before election day) by the employee, employers must provide up to 2 hours of paid time off to vote if the employee does not have 3 or more non-work hours between 7:00 a.m. and 7:00 p.m.
- The Secretary of State oversees elections.

⇒ Information: [www.elections.colorado.gov](http://www.elections.colorado.gov)

### EMPLOYER BANKRUPTCY

Employees may have a higher priority in bankruptcy than other creditors. If your employer has filed for bankruptcy you will need to contact the appropriate bankruptcy court to enter a claim. The Division cannot assist in disputes when the employer has filed for bankruptcy.

⇒ Information: [www.cob.uscourts.gov](http://www.cob.uscourts.gov)

### SMALL CLAIMS COURT

Small claims courts in Colorado are a division of the county court system designed to provide a quick and inexpensive resolution to minor claims. Small claims courts are courts of limited jurisdiction; the court cannot award more than \$7,500 in monetary awards.

⇒ Information: [www.courts.state.co.us](http://www.courts.state.co.us)

### LABOR MARKET INFORMATION

Information on occupational wages, employment statistics, and labor force trends is available.

⇒ Information: [www.colmigateway.com/](http://www.colmigateway.com/)

### WORK LEAVE

#### Holiday Pay

Colorado wage law does not require nor prohibit any paid holidays. When an employee is paid for a non-work holiday, the holiday hours do not count towards overtime unless actual work was performed.

#### Sick Pay

Colorado wage law does not require nor prohibit sick pay or leave. Colorado wage law does not require employers to provide paid leave due to illness.

#### Severance Pay

Colorado wage law does not require nor prohibit severance pay. Severance pay is a benefit offered by employers at their own discretion.

#### Medical or Pregnancy Leave

Colorado does not have a medical or pregnancy leave law that applies to the private sector.

#### Domestic Abuse Leave

Employees in Colorado may request or take up to 3 working days of leave from work in any 12-month period, with or without pay, if the employee is the victim of domestic abuse, stalking, sexual assault, or other crimes related to domestic abuse.

This leave law applies only to employers who employ 50 or more employees and to employees who have been employed with the employer for 12+ months.

⇒ Information: [Contact an attorney.](#)

### DISCRIMINATION

The Colorado Civil Rights Division handles claims of discrimination in employment, housing, and public accommodations in Colorado.

⇒ Information: [www.dora.state.co.us/civil-rights](http://www.dora.state.co.us/civil-rights)

### UNEMPLOYMENT INSURANCE

The Colorado UI Program provides temporary and partial wage replacement to workers who have become unemployed through no fault of their own.

⇒ Information: [www.colorado.gov/cdle](http://www.colorado.gov/cdle)

### WORKERS' COMPENSATION

The Division of Workers' Compensation administers the mandatory WC insurance program.

⇒ Information: [www.colorado.gov/cdle/dwc](http://www.colorado.gov/cdle/dwc)

### EMPLOYMENT AND TRAINING

Colorado Workforce Centers provide easy access to a wide array of employment and training services and job opportunities in Colorado.

⇒ Information: [www.colorado.gov/cdle/jobs-training](http://www.colorado.gov/cdle/jobs-training)

### OFF-DUTY ACTIVITIES

It is a discriminatory or unfair employment practice for an employer in Colorado to terminate the employment of any employee due to that employee’s engaging in any lawful activity off the premises of the employer during nonworking hours, unless such a restriction either:

1. Relates to a bona fide occupational requirement OR
2. Is necessary to avoid a conflict of interest with any responsibilities to the employer or the appearance of such a conflict of interest.

⇒ Information: [Contact an attorney.](#)

### EMPLOYMENT REFERENCES

Colorado law states that any employer who provides information about a current or former employee’s job history or job performance to a prospective employer of the current or former employee is immune from civil liability and is not liable in civil damages for the disclosure or any consequences of the disclosure.

#### **This immunity shall not apply when:**

1. The information disclosed by the current or former employer was false AND
2. The employer providing the information knew or reasonably should have known that the information was false.

⇒ Information: [Contact an attorney.](#)

### FEDERAL AGENCIES

|             |  |              |
|-------------|--|--------------|
| Bankruptcy  | <a href="http://cob.uscourts.gov">cob.uscourts.gov</a> | 720-904-7300 |
| DOL         | <a href="http://dol.gov">dol.gov</a>                   | 720-264-3250 |
| EEOC        | <a href="http://eeoc.gov">eeoc.gov</a>                 | 303-866-1300 |
| Immigration | <a href="http://uscis.gov">uscis.gov</a>               | 800-375-5283 |
| IRS         | <a href="http://irs.gov">irs.gov</a>                   | 800-829-1040 |
| NLRB        | <a href="http://nlrb.gov">nlrb.gov</a>                 | 303-844-3551 |
| OSHA        | <a href="http://osha.gov">osha.gov</a>                 | 303-844-5285 |

### STATE AGENCIES

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|----------------------------------|--|--------------|
| Civil Rights                     | <a href="http://dora.state.co.us/civil-rights">dora.state.co.us/civil-rights</a> | 303-894-2997 |
| Department of Labor & Employment | <a href="http://colorado.gov/cdle">colorado.gov/cdle</a>                         | 303-318-8000 |
| Labor Standards & Statistics     | <a href="http://colorado.gov/cdle/labor">colorado.gov/cdle/labor</a>             | 303-318-8441 |
| Revenue                          | <a href="http://colorado.gov/revenue">colorado.gov/revenue</a>                   | 303-238-7378 |
| Unemployment                     | <a href="http://colorado.gov/cdle/">colorado.gov/cdle/</a>                       | 303-318-9000 |
| Workers' Compensation            | <a href="http://colorado.gov/cdle/dwc">colorado.gov/cdle/dwc</a>                 | 303-318-8700 |