

# THE EDGE

## Sharpening Your HR Tools



### ***Colorado Labor Department Releases Emergency Ruling Requiring Paid Sick Leave for COVID-19***

The Colorado Department of Labor and Employment (CDLE) has issued the Colorado Health Emergency Leave with Pay Rules, effective immediately. This is a temporary emergency rule requiring many Colorado employers to immediately provide paid sick leave to certain workers. The temporary rule requires up to four (4) days of paid sick leave for employees being tested for coronavirus COVID-19 in specific industries which include:

- Leisure and hospitality;
- Food Services;
- Child Care;
- 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.

The requirement is not on top of paid sick leave an employer already provides to employees. It does not cover wage replacement should an employee test positive and require quarantine.

The emergency rule is in effect for 30 days, or longer if the state of emergency continues.

For additional details on the temporary rule, see [State Labor Department Releases Emergency Rules on Paid Sick Leave for COVID-19](#) from the Colorado Department of Labor and Employment and the article, [Colorado Issues Temporary Emergency Rule Requiring Paid Sick Leave](#) written by national employment law firm Fisher Phillips.

#### ***As a Colorado employer, what should you do?***

If you are a Colorado employer and have questions, your Resourcing Edge HR Services team is standing by to help. Contact us at: [hrservices@resourcingedge.com](mailto:hrservices@resourcingedge.com).

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