

# PAID SICK LEAVE

## KNOW WHAT YOU HAVE!

As a Colorado worker, you have several important protections under the Healthy Families and Workplaces Act (HFWA)! Here is a breakdown of the paid sick leave you are entitled to:

### FOR THE COVID-19 VACCINE

Workers are entitled to paid sick leave:

- ✓ When they miss work to get the COVID-19 vaccine
- ✓ When they miss work due to COVID-19 vaccine symptoms

### FOR COVID-19

Workers are entitled to paid sick leave:

- ✓ When they have COVID-19
- ✓ When they have symptoms of COVID-19
- ✓ When they need to seek care or obtain a medical diagnosis related to COVID-19
- ✓ When they need to care for a family member with COVID-19
- ✓ When they need to care for a child if their school or place of care is closed due to COVID-19

Starting in 2021, your employer can first use paid sick time that you have accrued. However, if you run out, they are required to supplement it up to 80 hours.

### IN GENERAL

Most workers in Colorado are now entitled to paid sick leave.

- ✓ Workers now earn 1 hour of paid sick leave for every 30 hours worked, or
- ✓ Workers must be credited with equivalent sick leave at the beginning of the year

*Applies only to employers with 16 or more employees in 2021, and to all employees in 2022*

### IF YOU NEED COVID-19 PAID SICK TIME

- ⚠ Keep copies of any medical record and inform your employer that you are requesting paid sick leave for COVID-19 reasons when you call off.

