



COLORADO

Department of Labor and Employment

All Colorado employers, regardless of size or industry, still must provide employees with public health emergency (“PHE”) leave (two weeks – 80 hours, or less for part-time employees) under the Colorado Healthy Families and Workplaces Act (HFWA). **Colorado’s 80-hour PHE leave is ongoing:** It continues as long as a federal or state PHE is declared (C.R.S. § 8-13.3-402(9)) – and while state public health orders have been scaled back, currently federal and Colorado PHEs both remain declared.

As of January 8, 2023, the conditions covered by [Colorado’s latest PHE declaration](#) are COVID-related only.

PHE leave is usable for a range of PHE-related needs, not just for confirmed cases. PHE-related needs include:

- Symptoms of COVID, such as fever or chills, cough, fatigue, muscle or body aches, headache, sore throat, congestion or runny nose
- Quarantining or isolating due to exposure
- Testing for COVID
- Vaccination and its side effects
- Inability to work due to health conditions that may increase susceptibility or risk of COVID
- Needs to care for family (illness, school closure, etc.)

Employers cannot require documentation from employees to show that leave is for PHE-related needs.

This 80-hour PHE leave will continue until four weeks after all applicable PHE declarations end or are suspended. Based on the current emergency declarations, **PHE emergency leave will continue at least into May 2023**, but will continue longer if either the federal or the state PHE declaration is renewed further into 2023.