

GOVDOCS PAID LEAVE

Spotlight on Location Details



When you need to review specific laws, [GovDocs Paid Leave](#) features Location Details pages that provide in-depth information, organized by topic in two ways: summaries and detailed statutes.

Using Boulder, Colo., paid sick leave details as an example, following is a snapshot of selected summary and statute sections.

Summaries

High-level information written by GovDocs Employment Law and Compliance Team to save you the hassle of researching and interpreting the laws on your own.

The screenshot shows the 'GD Restaurant Group Inc. - G0055' page. The top navigation bar includes 'GD RESTAURANT GROUP', 'GovDocs', 'Paid Leave', 'Locations', 'Notifications', 'Summary', 'Resources', and a user profile 'Kris'. The main content area is titled 'GD Restaurant Group Inc. - G0055' and contains the following information:

- LOCATION ADDRESS:** 2800 Pearl St, Boulder CO 80301
- APPLICABLE JURISDICTION(S):** Colorado - state
- Paid Sick Leave Type:** Paid Sick Leave
- Effective Date:** Effective Date
- Covered Employee:** Covered Employee
- Covered Employer:** Covered Employer
- Determination of Business Size:** Determination of Business Size
- Covered Family Member:** Covered Family Member
- Eligible Reasons For Sick Leave:** Eligible Reasons For Sick Leave
- Additional Leave Related to a Public Health Emergency:** Additional Leave Related to a Public Health Emergency
- Date Accrual Begins:** Date Accrual Begins
- Accrual Rate:** Accrual Rate
- Max Accrual Cap:** Max Accrual Cap
- Waiting Period Before Use:** Waiting Period Before Use
- Max Use per Year:** Max Use per Year

The main content area also includes a section titled 'Paid Sick Leave Important Information' with the following sub-sections:

- Effective Date Summary:** Employers with 16 or more employees: Paid sick leave provisions are effective **January 1, 2021**. All employers: effective on **January 1, 2022**.
- Covered Employee Summary:** All employees including migratory laborers. Excludes Independent Contractors.
- Covered Employer Summary:** Private and public employers. January 1, 2021 - December 31, 2021: Employers with 16 or more employees. January 1, 2022 and after: All employers.
- Determination of Business Size Summary:** To determine business size, the law requires the same method for counting employees as required under the FMLA. Count each employee on payroll each week in the 20 or more calendar workweeks in the current or preceding calendar year. Employees must be counted whether or not they receive compensation in the week. Employees on paid or unpaid leave, leaves of absence, and disciplinary suspension should be counted as long as employer has reasonable expectation that employee will return to active employment.
- Covered Family Member Summary:** Any person related by blood, marriage, civil union, or adoption.

Statutes

Following the summaries, the detailed section references the full statutes of the law, which you can navigate using the right-hand menu.

The screenshot shows the 'GD Restaurant Group Inc. - G0055' page. The top navigation bar is identical to the summary page. The main content area is titled 'GD Restaurant Group Inc. - G0055' and contains the following information:

- Date Accrual Begins:** **Paid sick leave - accrual - carry forward to subsequent year - comparable leave provided by employer - no payment for unused leave - rules - repeal**
(3) (a) An employee begins to accrue paid sick leave when employment with the employer begins and may use accrued paid sick leave as it is accrued.
Colo. Rev. Stat. § 8-13.3-403(3)(a)
- Paid sick leave - accrual - carry forward to subsequent year - comparable leave provided by employer - no payment for unused leave - rules - repeal**
(6) An employer may loan paid sick leave to an employee in advance of accrual of paid sick leave by the employee.
Colo. Rev. Stat. § 8-13.3-403(6)
- Filing a Wage Complaint:** 3.5 Accrual, use, and other matters relating to paid leave under HFWA.
3.5.1 Accrual of HFWA leave. Paid leave begins to accrue at the commencement of employment or on January 1, 2021, whichever is later.
7 Code Colo. Regs. § 1103-7:3.5.1
- Accrual Rate:** **Paid sick leave - accrual - carry forward to subsequent year - comparable leave provided by employer - no payment for unused leave - rules - repeal**
(2) (a) Each employee earns at least one hour of paid sick leave for every thirty hours worked by the employee; except that an employee is not entitled under this section to earn or use more than forty-eight hours of paid sick leave each year, unless the employer selects a higher limit. An employer may satisfy the accrual requirements of this section by providing the employee with an amount of paid sick leave that meets or exceeds the requirements of this section at the beginning of the year. Nothing in this section discourages or prohibits an employer from providing paid sick leave that accrues at a faster or more generous rate than required by this section. This

The right-hand menu is updated to reflect the current section:

- Paid Leave Type:** Paid Sick Leave
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- Max Use per Year:** Max Use per Year
- Carryover:** Carryover