

## Guidance for Employees

### Colorado Health Emergency Leave with Pay (“Colorado HELP”) Rule Information

- This rule temporarily requires employers in certain industries (listed below) to provide a small amount of paid sick leave to employees with flu-like symptoms who are being tested for coronavirus COVID-19.
- Employers and employees in one of the following industries or jobs are covered under this rule:
  - Leisure and Hospitality
  - Food Services
  - Childcare
  - Education, including transportation, food service, and related work at educational establishments
  - Home health, if working with elderly, disabled, ill, or otherwise high-risk individuals
  - Nursing homes
  - Community living facilities
- The employer must provide up to four days of paid sick leave to employees with flu-like symptoms who are being tested for coronavirus COVID-19. If the employee receives a negative test result, the paid leave ends.
- If an employer already provides the paid leave necessary to meet these rules’ requirements, then the employer does not need to provide additional leave.
- If an employee already exhausted any paid leave allotted by the employer, but then has flu-like symptoms and is being tested for COVID-19, he or she is entitled to the additional paid sick days these rules provide.
- Workers are covered regardless of pay rate or method (hourly, weekly, piece rate, etc.); the daily pay during leave is either their established daily rate or, if their pay fluctuates, their average daily pay for the past month.
- The rules take effect March 11, 2020, for 30 days, or longer if the state of emergency declared by the Governor continues.

### Contact Information for Colorado HELP

Employer or employee questions on substance of the Colorado Help: Call (303-318-8441) or Email [cdle\\_labor\\_standards@state.co.us](mailto:cdle_labor_standards@state.co.us)

### Economic Injury Disaster Loan Program

The Small Business Administration will work directly with state Governors to provide targeted, low-interest loans to small businesses and non-profits that have been severely impacted by the Coronavirus (COVID-19). The SBA’s Economic Injury Disaster Loan program provides small businesses with working capital loans of up to \$2 million that can provide vital economic support to small businesses to help overcome the temporary loss of revenue they are experiencing.

Find more information on the SBA’s Economic Injury Disaster Loans at: [SBA.gov/Disaster](http://SBA.gov/Disaster).