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2024 Colorado Employment Law Updates

By: [Sarah Andrzejczak](#)

With a new year comes new employment laws, and Colorado is no exception. The following is a brief, non-exhaustive list of key law changes employers should be aware of for the 2024 year:

- Colorado's FAMILI program will begin providing paid leave benefits to employees as of January 1, 2024.
- Colorado's Ensure Equal Pay for Equal Work Act became effective on January 1, 2024, thereby amending Colorado's previous pay transparency law (the Equal Pay for Equal Work Act) and setting forth additional notice and disclosure requirements for employers.
- COMPS Order #39 became effective January 1, 2024 and is to be used by employers to satisfy posting and notice requirements to employees.
- The PAY CALC Order has likewise been updated for 2024.

In addition to the above, Colorado's Paid Sick Leave and POWR Act (both from 2023) remain effective and critical for employers to understand and abide by for the 2024 year.

Employers in Colorado, as well as out-of-state employers with Colorado employees, should not hesitate to reach out to Sarah Andrzejczak in Buchalter's Denver office for more information. Ms. Andrzejczak specializes in employment advisement and litigation, which includes regularly preparing employer policies and employee handbooks as well as educating employers about how best to navigate Colorado employment laws.

Please feel free to contact the attorneys listed below:



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