



TO: Regent Laws & Policies Stakeholders

FROM: Felicity O'Herron, Associate Vice President of Employee Services

DATE: December 8, 2020

RE: Recommended Changes to Policy:
Regent Policy 11.E Leave Policies for Faculty and Staff

Background

The Colorado Healthy Families and Workplaces Act (Act) (C.R.S. §8-13.3-403 et seq.) becomes effective January 1, 2021. The Act requires employers to provide paid sick leave to all employees. The minimum amount of paid sick leave required to be provided under the Act is one hour of paid sick leave for every 30 hours worked, up to a maximum of 48 hours. Additionally, an employee may carry over at least 48 hours of accrued paid sick leave from year to year. The university provides paid sick leave for most of its employees but there are certain employee classifications that are currently ineligible. The recommended revisions to Regent Policy 11E provide paid sick leave to these employee classifications in accordance with the Act. Additional details necessary to comply with the Act are addressed in APS 5062.

Recommendations for Regent Policy 11E: Leave Policies for Faculty and Staff

- **Section 11. E. 2 – Minor Revisions**
The amount of paid sick leave an employee is eligible for is revised to state the amount in both hours and days.
- **Section 11. E. 2. A. – Minor Revision**
Language is added to this Section to clarify when paid sick leave begins to accrue.
- **Section 11. E. 2. B. – Minor Revision**
Language is added to this Section to clarify when paid sick leave begins to accrue.
- **Section 11. E. 2. D. All Other Faculty on Contracts (including student faculty) - New Section**
This Section provides required paid sick leave to previously ineligible faculty groups.
- **Section 11. E. 2. E. All Other Paid Employees (including non-contract temporary and student hourly employees) - New Section**
This Section provides required paid sick leave to all other previously ineligible employee groups.