



## IECRM MEMBER FORUM

*Prepare for 2024! Legal Updates for Your Business  
OSHA, Labor & Employment, Equal Pay, Your Questions!*

Wednesday, November 8, 2023

7:30 AM - 8:30 AM

Hosted by IECRM

**IECRM is honored to provide our members with value-rich forums that pertain to our industry. Below you will find a bulleted recap of the discussion and helpful links to resources.**

**Watch the [VIDEO RECORDING](#) of this week's forum:** *Prepare for 2024! Legal Updates for Your Business - OSHA, Labor & Employment, Equal Pay, Your Questions!*

If you have any questions to ask of our subject matter experts or suggestions for future Member Forums, please contact IECRM CEO Marilyn Akers Stansbury at [marilyn@iecrm.org](mailto:marilyn@iecrm.org) or 303.853.4886.

### **SUBJECT MATTER EXPERT:**

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**[FORUM PRESENTATION](#) - See the slides from the presentation.**

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### **RELEVANT RESOURCES**

- [POWR Act](#) - Protecting Opportunities and Workers' Rights
- [CEPEWA](#) - Colorado Equal Pay for Equal Work Act
- [HFWA - Colorado Healthy Families and Workplaces Act.](#) - Healthy Family
- [Job Application Fairness Act](#)
- [FAMLI Act](#) - Benefits start January 1, 2024. Concurrent with FMLA
- [Colorado Department of Labor FAMLI](#) - Pay for FAMLI
- [Small Business Guide for FAMLI](#)

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Forum Notes:

**POWR** act - discriminatory practices  
Confidentiality/non-disclosure agreements need to be updated



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### ***Mandates. Guidelines. Protocols.***

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Designated a repository for complaints for five years. Designate who and where you're keeping it.  
Record-keeping requirements - 5 years - personnel & employment records to include: see list

#### **CEPEWA - Equal Pay Act requirements**

"Opportunities for promotion" announcements

Job opportunity does not include "career development or career progression."

Announcements of promotion must still be made within 30 days. Requirements for career progression must be posted.

#### **Sick Leave / HFWA - Healthy Families**

Supplemental leave should stay in employee handbooks even though the COVID leave expired in June 2024.

#### **Job Application Fairness Act**

#### **FAMLI Act**

It overlaps with FMLA, but it is important to know the distinctions.

This applies to all employers regardless of the size of the company

FAMLI / FMLA must say in the handbook that 12 weeks run concurrently to avoid the two policies stacking