



# Colorado's Healthy Families & Workplaces Act

## How to address paid leave and employee abuse, now that it's law

### The details

#### What

Colorado Healthy Families & Workplaces Act: How to address paid leave and employee abuse, now that it's law

#### When

Thursday, August 26, 2021  
8:00 - 9:30 a.m. Webinar

#### Price

\$179

#### Register

[www.colorado.auto/events](http://www.colorado.auto/events)

#### BONUS!

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[craig.gordon@colorado.auto](mailto:craig.gordon@colorado.auto)

On January 1, Colorado's Healthy Families & Workplaces Act became law, where most employers must provide up to 80 hours of paid leave for COVID-19-related absences. In addition, employers with 16 or more employees must provide up to 48 hours of paid sick leave each calendar year.

The law leaves the door open for employee abuse. Because the law is deferential to employees, what can dealerships do when employees seem to be abusing the new rule? What questions can you ask – and equally important, what can't you ask?

Join us at 8 a.m. Thursday, August 26, as **Dean Harris**, Employers Council Attorney & Western Slope Area Manager leads the webinar, Colorado's Healthy Families & Workplaces Act: How to address paid leave and employee abuse, now that it's law.

Designed for dealer principals, general managers, HR managers, business managers and controllers, Dean will walk you through what happens to public health leave when the public health emergency ends. He'll discuss differences between paying employees for time off versus separated personal and sick leave, as well as how to pay public health emergency leave for commissioned sales and flag employees.

#### About our presenter



**Dean Harris'** career has centered on human resources and employment law issues. Early on, he clerked for Colorado Court of Appeals Judge Jose D.L. Marquez, followed by practicing employment, civil rights and criminal law as an associate attorney for Benezra & Culver, LLC.

He worked with Mountain States Employers Council as staff attorney from 2006-10, then as VP and HR Regional Manager for a community bank with 425 associates in 60 locations in California and Colorado, where he oversaw HR and employment law issues.

He rejoined Employers Council in May 2017 to represent the interests of Employers Council and its members on the western slope.

### You'll learn

- The legal requirements of the Healthy Families & Workplace Act
- The difference between the general sick leave and public health emergency leave sections of the Act
- How to transition to the post-COVID workplace after the requirement for public health emergency expires
- Common situations that arise in drafting and managing leave plans under the Act

