



## Legislation Text

File #: 20-1233, Version: 1

### Other/Miscellaneous Request Template (Appointments; ROW; Code Changes; Zoning Action, etc.)

**Date Submitted:** 10-26-20

**Requesting Agency:** Office of Human Resources  
**Division:**

**Subject Matter Expert Name:**

Name: Heather Britton

Email: heather.britton@denvergov.org

#### Item Title & Description:

*(Do not delete the following instructions)*

*These appear on the Council meeting agenda. Initially, the requesting agency will enter a 2-3 sentence description. Upon bill filling, the City Attorney's Office should enter the title above the description (the title should be in **bold** font).*

*Both the title and description must be entered between the red "title" and "body" below. Do **not** at any time delete the red "title" or "body" markers from this template.*

**A bill for an ordinance revising Article V of Chapter 18 of the Revised Municipal Code of the City and County of Denver regarding Sick and Vacation Leave, to comply with Colorado Senate Bill 20-205, "Healthy Families and Workplaces Act," C.R.S. 8-13.3-401 et seq.**

Amends Chapter 18, Article V of the Denver Revised Municipal Code to comply with Colorado Revised Statute 8-13.3-401, the Healthy Families and Workplace Act. The Committee approved filing this item at its meeting on 11-3-20.

**Affected Council District(s) or citywide?** Citywide

#### Executive Summary with Rationale and Impact:

*Detailed description of the item and why we are doing it. This can be a separate attachment.*

Effective January 1, 2021, the Healthy Families and Workplace Act requires all employers with more than 16 employees to provide all employees with a minimum of one (1) hour of paid sick for every 30 hours worked. In general, Denver complies with this law through its current sick and paid time off benefits for full-time and most part-time employees established in Chapter 18, Article V. However, the Healthy Families and Workplace Act requires employers to pay sick leave to all employees, including those currently specifically excluded by the DRMC, such as on-call

employees and part-time employees who regularly work fewer than 20 hours per week. This request modifies the DRMC to comply with this new requirement of state law to provide all City employees with a paid sick leave benefit.

**Address/Location (if applicable):**

**Legal Description (if applicable):**

**Denver Revised Municipal Code (D.R.M.C.) Citation (if applicable):**

**Draft Bill Attached?**