Returning to Work Under Recent Public Health Orders

**Protections for Employees & Requirements for Employers**

Protections are in place for anyone who is considered vulnerable. “Vulnerable Individuals” are people who:

- Are 65 years and older; or
- Have chronic lung disease or moderate to severe asthma; or
- Have serious heart conditions; or
- Are immunocompromised; or
- Are pregnant; or
- Are determined to be high risk by a licensed healthcare provider.

**Protections**

The following protections are available for employees who are considered vulnerable themselves, or live with, or care for a vulnerable individual:

- An employer **cannot** force a Vulnerable Individual to physically go to work during the pandemic.
- An employer must try to help a Vulnerable Individual continue to work while at home.
- Employers are encouraged to provide work accommodations such as allowing working from home for employees who live with or care for a Vulnerable Individual.

**Employer Requirements**

Employers must make sure the following is happening in the workplace:

- Employees are keeping at least six feet between people.
- Employees are required to wash their hands and/or use hand sanitizer, cough and sneeze into sleeve or elbow, and do not shake hands.
- High-touch areas and common spaces are regularly cleaned and disinfected.
- Employees are required to wear masks if they are regularly working within 6 feet of other employees, or if they interact with the public.
- There is a workplace coordinator to address COVID-19 issues.
- There is proper ventilation.
- Signs about good hygiene are posted for employees and customers.
- Employees are monitored for symptoms and conduct daily temperature checks.
- Employees who have symptoms are sent home, cleaning is increased, and all staff are required to practices social distancing.
- Boulder County Public Health is contacted if multiple employees have symptoms.
- There are no gatherings of more than 10 people.
- Employees are required to stay home when they are sick and are connected to company or state health benefit providers.
- Employees are encouraged and enabled to work from home when possible.
- Employees are encouraged to take breaks to wash hands or use hand sanitizer.
- Shifts and breaks are phased to reduce density.
- Appropriate protective gear like gloves, masks, and face coverings is provided.
- Certain employers with more than 50 employees must perform symptom screening and temperature checks, close common areas, implement cleaning protocols, and require social distancing.
Note that these are general requirements and should not be considered comprehensive; please consult https://covid19.colorado.gov/guidance-for-workplaces-schools-childcare for more specific guidance based on employer type.

Concerns
If you believe your employer is not meeting these requirements you can report your concerns:

- Call the Public Health Call Center at 720-776-0822 or
- Complete the online form: https://bouldercounty.wufoo.com/forms/zc0tx5o0rvojks/

Boulder County Public Health staff will determine if there has been a violation of a public health order and will follow up with the business or work with law enforcement, if needed.

Resources
If you feel you are being discriminated against or retaliated against by your employer, contact the Colorado Department of Labor and Employment: www.colorado.gov/pacific/cdle/equal-opportunity

If you need emergency assistance, food and financial assistance, health care and mental health care supports, help with housing, safety supports, child care assistance, legal services, and more, please visit: https://www.bouldercounty.org/families/disease/covid-19/covid-19-resources/