



# Public Health

*Communicable Disease and Emergency Management Division*

## 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 practice 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](http://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/>