

<div>Larkin</div> <div>Colorado - Employer Notice Requirements</div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Colorado Family Care Act (CO FCA)	Leave	50 or more employees (US) in a 75-mile radius	N/A	N/A	N/A	N/A
Colorado Family and Medical Leave Insurance Act (CO FMLI)*	Leave and Pay	1 employee (CO)	N/A	Yes - FMLI Program Notice	Yes - FMLI Program Notice	Yes - FMLI Program Notice

*Employers are legally required to display the CO FMLI notice in a prominent location, as well as notify its employees in writing upon hire and upon learning of an employee's request to take a leave of absence. If you have employees that work remotely, we would recommend also posting this on your company intranet.

Employers are required to provide the CO FMLI notice to employees requesting qualifying CO FMLI leaves effective 2024. The Larkin Company will include this notice in our leave packets.

ADDITIONAL INSIGHTS

The above handbook, new hire and employer notice/poster requirements, if applicable (see above the requirements for each state), only apply if you are considered a Covered Employer under each law (see "Covered Employer" field).

The Larkin Company has taken reasonable steps to ensure the accuracy of the information on this page, however we make no representation or warranty of any kind as to its accuracy or completeness. These resources should not be construed or substituted for legal advice. Accordingly, before taking any actions based upon such information provided herein, we encourage you to seek competent legal advice from a licensed attorney or appropriate professionals.