

A professional office setting with a handshake in the foreground, a laptop, and a person writing on a notepad in the background.

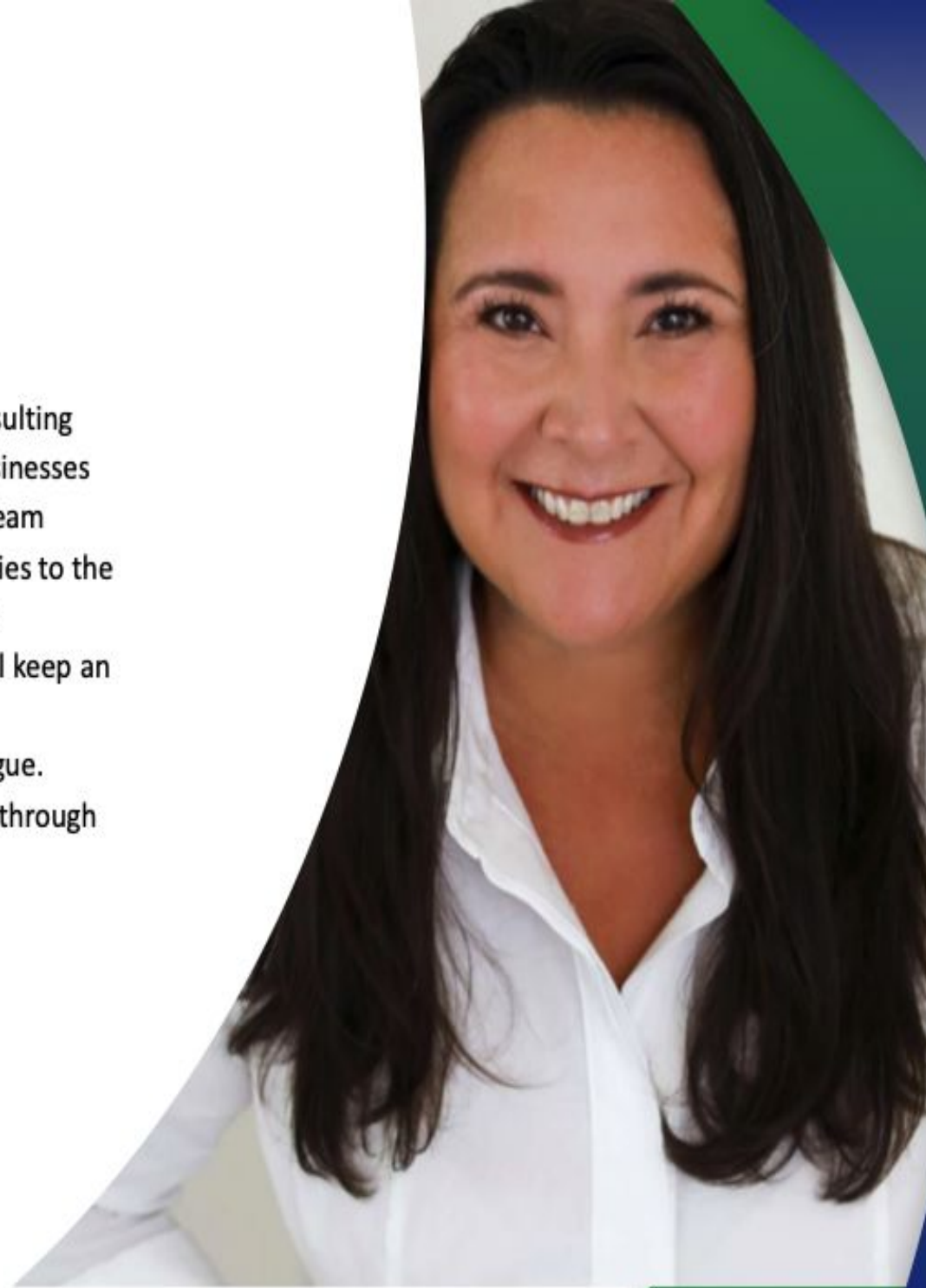
# What You Need To Know: 2024

# Hello!

## Tami Parker

Tami Parker is the CEO of UNicycle Business Consulting an HR consulting firm. She brings 26 years big business experience to help small businesses grow. Tami views every issue from a Business Strategy and HR / Team Management background. She will break down the issue as it applies to the customers experience, the employees experience and the owners experience and how those things impact the bottom line. Tami will keep an eye on the intangibles and make them tangible. Taking a practical approach to the value of man hours, sweat equity and mental fatigue. Offering actionable, quantifiable adjustments to support business through these rocky waters.

[www.unicycle.consulting](http://www.unicycle.consulting)



# FOUNDATION



U.S. Small Business  
Administration



**COLORADO**  
Office of Economic Development  
& International Trade



The Colorado Small Business Development Center Network (SBDC) is funded through a cooperative agreement with the U.S. Small Business Administration (SBA). The SBDC Network is a partnership between the State of Colorado, Colorado Office of Economic Development and International Trade, the Small Business Administration (SBA), Colorado's institutions of higher education, local economic development organizations and local chambers of commerce.

# Who We Are & What We Do



Helping local businesses start, grow and prosper through street-smart business education and assistance.



# Our Agenda Today

1. CO min wage
2. FAMLI
3. POWR
4. OT Rules
5. = pay transparency



## Colorado Minimum wage updates:

Colorado: \$14.42 non-tipped / Tipped \$11.40

Denver: \$18.29 non-tipped / Tipped \$15.27

For Salary/Exempt status the minimum wage threshold has increased to \$54,964 annually for administrative / professional / executive / and supervisory positions.



# Colorado Minimum wage updates:

Questions?



# New Federal I9 form must be used going

forward. You can find it here:

<https://www.uscis.gov/sites/default/files/document>

[/forms/i-9.pdf](https://www.uscis.gov/sites/default/files/document/forms/i-9.pdf)

Valid through July 2026

 **Employment Eligibility Verification**  
Department of Homeland Security  
U.S. Citizenship and Immigration Services

USCIS  
Form I-9  
OMB No. 1615-0047  
Expires 07/31/2026

**START HERE:** Employers must ensure the form instructions are available to employees when completing this form. Employers are liable for failing to comply with the requirements for completing this form. See below and the **Instructions**.

**ANTI-DISCRIMINATION NOTICE:** All employees can choose which acceptable documentation to present for Form I-9. Employers cannot ask employees for documentation to verify information in Section 1, or specify which acceptable documentation employees must present for Section 2 or Supplement B, Reverification and Rehire. Treating employees differently based on their citizenship, immigration status, or national origin may be illegal.

**Section 1. Employee Information and Attestation:** Employees must complete and sign Section 1 of Form I-9 no later than the **first day of employment**, but not before accepting a job offer.

Last Name (Family Name)		First Name (Given Name)		Middle Initial (if any)	Other Last Names Used (if any)	
Address (Street Number and Name)		Apt. Number (if any)	City or Town		State	ZIP Code
Date of Birth (mm/dd/yyyy)	U.S. Social Security Number	Employee's Email Address		Employee's Telephone Number		

I am aware that federal law provides for imprisonment and/or fines for false statements, or the use of false documents, in connection with the completion of this form. I attest, under penalty of perjury, that this information, including my selection of the box attesting to my citizenship or immigration status, is true and correct.

Check one of the following boxes to attest to your citizenship or immigration status (See page 2 and 3 of the instructions):

- 1. A citizen of the United States
- 2. A noncitizen national of the United States (See Instructions.)
- 3. A lawful permanent resident (E-Admit USCIS or A-Number)
- 4. A noncitizen (other than Item Numbers 2, and 3, above) authorized to work until (exp. date, if any)

If you check Item Number 4, enter one of these:

USCIS A-Number	or	Form I-94 Admission Number	or	Foreign Passport Number and Country of Issuance
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Signature of Employee \_\_\_\_\_ Today's Date (mm/dd/yyyy) \_\_\_\_\_

If a preparer and/or translator assisted you in completing Section 1, that person **MUST** complete the **Preparer and/or Translator Certification** on Page 3.

**Section 2. Employer Review and Verification:** Employers or their authorized representative must complete and sign Section 2 within three business days after the employee's first day of employment, and must physically examine, or examine consistent with an alternative procedure authorized by the Secretary of DHS, documentation from List A OR a combination of documentation from List B and List C. Enter any additional documentation in the Additional Information box; see instructions.

Document Title	List A	List B	AND	List C
Document Title 1				
Issuing Authority				
Document Number (if any)				
Expiration Date (if any)				
Document Title 2 (if any)				
Issuing Authority				
Document Number (if any)				
Expiration Date (if any)				
Document Title 3 (if any)				
Issuing Authority				
Document Number (if any)				
Expiration Date (if any)				

Check here if you used an alternative procedure authorized by DHS to examine documents.

Certification: I attest, under penalty of perjury, that (1) I have examined the documentation presented by the above-named employee, (2) the above-listed documentation appears to be genuine and to relate to the employee named, and (3) to the best of my knowledge, the employee is authorized to work in the United States.

Last Name, First Name and Title of Employer or Authorized Representative	Signature of Employer or Authorized Representative	Today's Date (mm/dd/yyyy)
--	--	---------------------------

Employer's Business or Organization Name \_\_\_\_\_ Employer's Business or Organization Address, City or Town, State, ZIP Code \_\_\_\_\_

For reverification or rehire, complete **Supplement B, Reverification and Rehire** on Page 4.





# New Federal I9 form

Questions?

## **FAMLI starts for Employees:**

- Colorado voters voted to create the FAMLI program in November, 2020.
- Under FAMLI all employees in Colorado can take up to 12 weeks of paid, job protected leave. They are paid through the deductions we have been collecting since 1/1/23.
- If an employee applies for FAMLI, the employer does not have to pay out those wages, the state does.

# What are the life events that qualify for FAMLI coverage?

- Medical Leave (To care for yourself for your own serious health condition.)
- Pregnancy Leave (To care for yourself upon experiencing a pregnancy-related health condition.)
- Parental (Bonding) Leave (To care for a new child, including adopted and fostered children.)
- Safe Leave (Domestic Violence) (To address the immediate safety needs and impact of domestic violence and/or sexual assault.)
- Military Family Members (Exigency) Leave (To make arrangements for a family member's military deployment.)



# How much does FAMLI pay?

\*\*Estimated from the state of Colorado

Weekly Wage	Weekly Deduction	Weekly benefit	Maximum annual benefit	Percent of weekly wage
\$500	-\$2.25	\$450	\$5,400	90%
\$1,500	-\$6.75	\$1,020	\$12,240	68%
\$2,000	-\$9.00	\$1,100	\$13,200	55%
\$2,500	-\$11.25	\$1,100	\$13,200	44%
\$3,000	-\$13.50	\$1,100	\$13,200	37%



[FAMLI Premiums and Benefits Estimator](#)



## What Employers need to know:

- EE's have to create an account online to apply for leave
- The EE can apply for benefits up to 30 days before leave begins.
- Some reasons do require a physician verify that the leave is required but not all
- EE's will receive a % of their regular pay and that % depends on how much they normally make.
- Premiums have a wage cap and payouts have a total amount per year that can be paid out. So there is a cap on how much an EE can receive in a year too. That is also based on the normal wage.
- EE's can apply for leave early, but must complete the process on the 1st day of their leave.
- There is an approval process, and EE and the ER will be notified if their leave is approved.
- EE's can apply for leave more than 30 days after the leave was taken, but they must provide a reason for the delay.

Links: [UNicycle's 1 sheet for Employers](#)    [UNicycle's 1 sheet for Employees](#)

# FAMLI 2024

Questions?



## POWR Act:

- Expands workplace harassment laws
- Gets rid of “Severe and Pervasive” standard and makes it easier to file a claim.
- The Act says the offense must be “subjectively offensive to the individual alleging harassment and is objectively offensive to a reasonable individual of that same protected class.”
- Actionable conduct or communications that constitutes Harassment if:
  - Submission of the conduct or communication is explicitly or implicitly made a term or condition of employment
  - Submission to, objection to, or rejection of the conduct or communication is used as a basis for employment decisions affecting the individual.
  - The conduct or communication has the purpose or effect of unreasonably interfering with the individual's work performance or creating an intimidating, hostile, or pervasive working environment.
- Adds marital status as a protected class
- Limits Non-disclosure provisions: says that internal NDA's cannot include harassment claims. NDA cannot limit disclosure of alleged discriminatory or unfair employment practices.
- Requires Employers to keep all records for 5 years.



# POWR Act



Questions?

## Changes in OT Rules for Ag Workers:

- “Highly Seasonal” workers make OT after 56 hours for the 22 weeks of their peak season, the rest of the year they are treated like regular ag workers.
- Regular ag workers make OT after 54 hours. OR 15 hours in a 24 hour period.
- There are some stipulations for smaller farms. < \$1M over three years.



## Changes in OT Rules for Ag Workers:

Questions?

## Colorado Equal Pay Transparency Rules Amended:

- Under existing law employers must post all vacancies including duties and starting pay range internally for all employees to see and be available to apply for those positions.
- Clarifications/amendments to the law: “Career progression” and “Career Development” job changes do not have to be disclosed before the promotion takes place, and do not need to be posted internally.
- If you give someone a promotion due to career progression or career development, you have to announce to all affected employees that this person got the promotion within 30 days and you must include directions for how employees can apply for career promotion or development in future.
- Does not apply to Colorado employers with no in state employees or 15 remote employees.
- All job postings must still disclose pay, and must also have an application deadline.

# Colorado Equal Pay Transparency Rules Amended:

## Questions?



<https://larimersbdc.org/>

Latest News SBA Disaster Loans Available to CO Businesses Recovery Information in Northern Colorado Keep NoCo Open On Demand Workshops Now Available!! Alert! - Effective August 10, masks are required on all FRCC Campuses

Colorado SBDC LARIMER COUNTY Small Business Development Center

WHO WE ARE ▾ WHAT WE DO ▾ SMALL BUSINESS RESOURCES ▾

We help entrepreneurs and businesses start, grow and prosper through street-smart business education and assistance






MONDAY - FRIDAY | 8:00AM - 4:00PM

FRCC is working hard to create maintain a safe environment for on-campus classes and services.  
Please be prepared to wear a mask in all indoor areas.  
Thank you for your consideration!

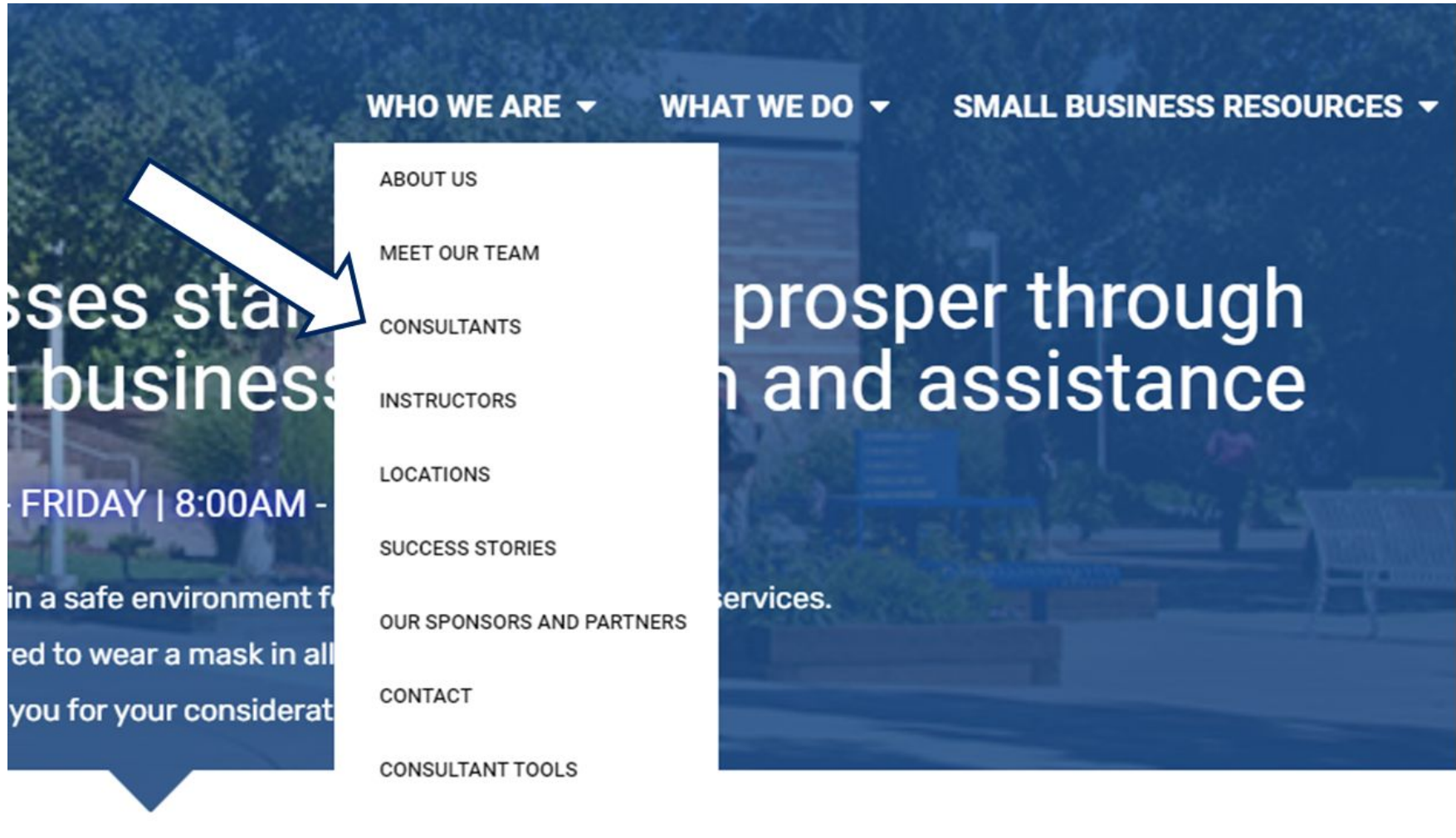
## Free, Confidential One-on-One Consulting

- ✓ We will match you with one of our 40+ Business Consultants whose experience and expertise can best assist you
- ✓ Consulting is free, confidential and tailored to your business
- ✓ Provide specific, in-depth assistance with your business
- ✓ Our consultants can advise you on a wide range of business opportunities and challenges

<https://larimersbdc.org/what-we-do/consulting/>  
<https://larimersbdc.org/what-we-do/consulting/>

 <b>STARTING YOUR BUSINESS</b> Business planning Demographic and industry data Licensing and registration	 <b>GROWING YOUR BUSINESS</b> Financial analysis Marketing and sales Social media and websites Pricing products and services	 <b>SUSTAINING YOUR BUSINESS</b> Disaster preparedness Strategic planning Lean manufacturing Contracting opportunities Capital formation	 <b>HELPING YOU PROSPER</b> Expanding locations and products Export opportunities Rebranding and retooling Exit strategies
 <b>REQUEST AN INITIAL APPOINTMENT</b> New to the SBDC? To request your first consulting appointment through Colorado SBDC website, please click the button below. <b>REQUEST INITIAL APPOINTMENT</b>	<b>REQUEST A FOLLOW-UP APPOINTMENT</b> If you've already met with an SBDC consultant, request a follow-up appointment here: <b>REQUEST FOLLOW-UP APPOINTMENT</b>	<b>SIGN INTO YOUR CLIENT DASHBOARD</b> Sign into your client dashboard on the Colorado SBDC website to view upcoming appointments, register for workshops and more: <b>EXISTING CLIENT SIGN-IN</b>	

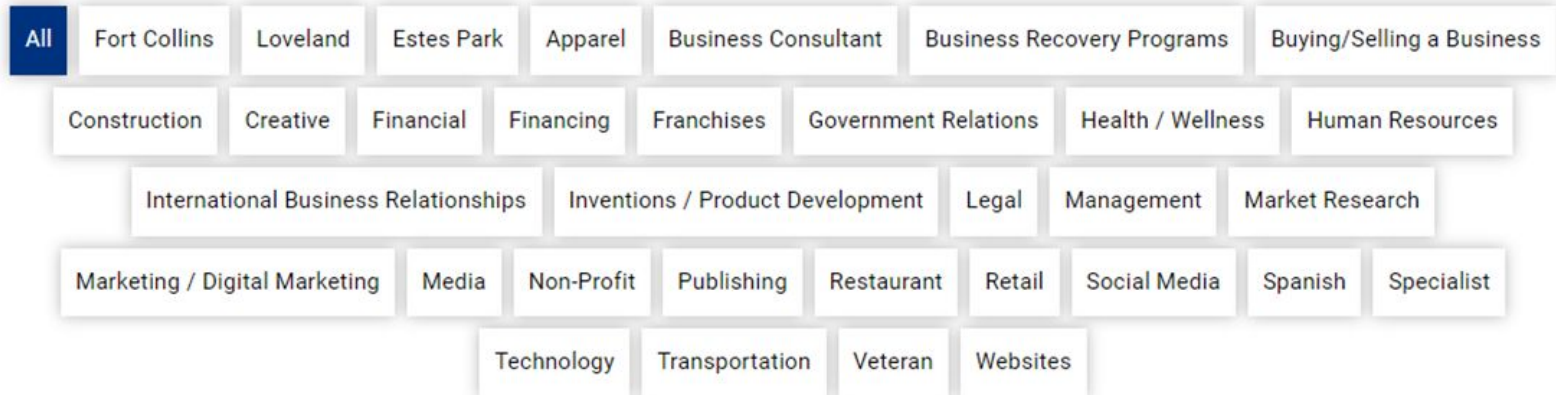
<https://larimersbdc.org/consultants/>





<https://larimersbdc.org/consultants/>

## Larimer SBDC Consultants



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