Interpretive Notice & Formal Opinion (“INFO”) #12:
Summary: Requirements of the Agricultural Labor Rights & Responsibilities Act (ALRRA)

(1) **Wages & Breaks** [Details in INFO #12A (wages) & INFO #12B (breaks)]

- **Minimum wage**: Pay must be at least $13.65/hour in 2023; this minimum rises yearly for cost of living.
  - Piece rate or other pay must still total at least the minimum wage for the worker’s hours that week.
- **Time-and-a-half overtime**: For example, $21.00 per hour for workers regularly paid $14.00 per hour.
  - Overtime is after 60 hours as of November 1, 2022 — then the number of hours drops in 2024-25.
  - By 2025, overtime is after 48 hours (except 56 hours for highly seasonal employers’ peak seasons).
- **Rest breaks**: Workers must be fully relieved of duty for **paid breaks** of 10 minutes every 4 hours, plus:
  - the third paid rest break must be 30 minutes in days over 12 hours; and
  - an extra 1-hour break in weeks over 60 hours, or **two extra 1-hour breaks** in weeks over 70 hours.
- **Meal breaks**: In **workdays of at least 5 hours**, workers must be given **30-minute meal breaks**.
  - If workers are fully relieved of duty, meal breaks can be unpaid. If not, they can eat on paid work time.

(2) **Worksite Access to Key Service Providers** (health/legal/education/etc.) [Details in INFO #12B]

- Workers can see key service providers **at the worksite when off-duty** — or on-duty for **health** needs.
- In **weeks over 40 hours**, workers can extend an unpaid meal break to 60 minutes.
- Extra **60-minute paid breaks** required in **long weeks**: one break in 60+ hr weeks; two in 70+ hr weeks
- **Housed workers** can have visitors **when off-duty**, and weekly **transportation** to see service providers.

(3) **Health & Safety Protections: Heat; Housing; Weeding & Thinning** [Details in INFO #12C]

- When the temperature is **80 degrees** or higher, workers have the right to water and shade:
  - **Water**, 32 ounces an hour, 60 degrees or colder, that workers can drink on shifts **and breaks** (or if workers travel most of the day, as much water as possible, or equipment to carry or purify water)
  - **Shade**, near enough to worksites, and with enough **space**, for use during breaks (or, if shade can’t be provided, other sun protection like individual cooling items)
- In these **increased risk conditions**, workers must have **10 minutes’ rest after each 2 hours** worked:
  - **temperature** 95 degrees or higher
  - **unhealthy air quality**
  - **workers’ first 4 days** of work
  - **work requiring heavy clothing/gear**
  - **days over 12 hours**
- **Short-handled hoes** aren’t allowed, and for other weeding or thinning:
  - employers must provide **gloves and knee pads** for any hand-weeding, -thinning, or hot-capping; and
  - **stooped, kneeling, or squatting** work is strongly disfavored unless there’s no other suitable method.
- **Public health emergencies (PHEs)**: employers must provide PHE-related safety materials and training, and employer housing must meet minimum square footage requirements or comply with CDPHE orders.

(4) **Enforcement: Notice of Rights; Retaliation; Complaints & Questions** [Details in INFO #12D]

- Employers must notify employees of **ALRRA rights**, including with worksite postings and trainings, and **can’t retaliate** against anyone for trying to use or defend any ALRRA rights or protections.
- Workers can file **complaints of violations** (wages/breaks, retaliation, heat, housing, services, etc.), and **employers can ask questions** about compliance, at the **Division contact information** on top of this page.

(5) **Union Rights & Responsibilities** [Details in INFO #15A]

- If workers ask, the Division runs elections for them to **vote whether to form a union** to represent them.
- The Division investigates **unfair labor practice complaints** — for example, if an employer punishes union-related activity, or if a union strikes without advance notice in situations when notice is required.

INFOs are not binding law, but are the officially approved Division opinions and notices on how it applies and interprets various statutes and rules. The Division continues to update and post new INFOs; email cdle_labor_standards@state.co.us with any suggestions. To be sure to reference up-to-date INFOs, rules, or other material, visit ColoradoLaborLaw.gov.