

EQUAL PAY WEBINAR Q&A WRAP UP

FROM JULY 13, 2021



COLORADO
Department of
Labor and Employment

Resources at cdle.colorado.gov/equalpaytransparency

Statute and Rules: Equal Pay for Equal Work Act, HB 19-085, C.R.S. § 8-5-101 et seq. (the “Act”); and Equal Pay Transparency (“EPT”) Rules, 7 CCR 1103-13

Interpretive Notice & Formal Opinion (INFO) #9: Equal Pay for Equal Work Act, Part 2: Pay and Promotion Transparency Summary Fact Sheet Contact information, to call or email the Division w/ questions

QUESTION

Does this only prohibit pay disparities between males and females or all employees?

If we have multiple worksites, do we need to post jobs across all worksites or just the worksite we are looking to fill the position in?

Do you have to post a job that you are splitting due to an increase in the growth of the company? For example, splitting HR and Finance functions as its too much for one person. We want to offer one job to the incumbent and then open the other job to all for a posting? Can we do this?

We do not have an office in CO but have three remote employees. One of our CO employees is a Paralegal. If we are promoting a Solar Maintenance Manager in TX, is this considered a promotional opportunity that we need to disclose to the Paralegal before we promote?

Do completely remote positions have to include wage information if the employer doesn't have any current CO employees?

ANSWER

“AN EMPLOYER SHALL NOT DISCRIMINATE BETWEEN EMPLOYEES ON THE BASIS OF SEX” CRS 8-5-102(1)”

All employees must be made aware of promotional opportunities.

All promotional opportunities must be announced. If both positions are a promotional opportunity for one or more employees, they must both be announced.

The compensation need not be posted because the job is tied to a location outside of Colorado.

No. Not if the employer has no CO staff at time of post.