

Denver, CO Labor Law Postings

Thank you for using GovDocs! This file contains the following postings:

Posting ID	Name of Posting	Posting Requirements
LCO11	Denver Anti-Discrimination Ordinance	Required for all employers
LCO12	Denver Anti-Discrimination Ordinance (Spanish)	Recommended for all employers of 20 or more Spanish speaking employees
LCO14	Denver Prevailing Wage	Required for employers of city construction contractors with contracts in excess of \$2000 and employers of janitorial or custodial staff of public buildings
LCO15	Denver Prevailing Wage (Spanish)	Recommended for employers of city construction contractors with contracts in excess of \$2000 and employers of janitorial or custodial staff of public buildings with Spanish speaking employees
LCO16	Denver Living Wage	Required for city contractors and subcontractors with direct service contracts in excess of \$2,000 with the city, and who have employees engaged in the work of a parking lot attendant, security guard, or childcare worker at any public building/parking facility owned by the city, or clerical support worker.
LCO24	Denver Living Wage (Spanish)	Optional for employers of Spanish speaking city or county direct service contract employees
LCO33	Denver Minimum Wage	Required for all employers with the Denver city AND county area

Print and Display Guidelines

If needed, the postings in this file can be printed and displayed:

- Postings are formatted according to the issuing agency's size requirements. See the Posting Requirements column (above) for those that require a specific paper size and/or colored printing
- Each posting is set up to print on 8.5" x 11" paper; some are formatted to print on multiple pages
- Review each posting and respective requirements to ensure it's applicable to your company. Contact your HR representative for details
- Display postings in employee common areas, such as a breakroom, cafeteria, employee lounge, etc.



DENVER
THE MILE HIGH CITY

CITY AND COUNTY OF DENVER

This establishment is subject to the provisions of Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, et seq., as amended, and the City and County of Denver's Anti-Discrimination Ordinance (Chapter 28, Article IV, § 28-91, et seq.) which prohibits discrimination based on:

Race, Color, Religion, National Origin, Ethnicity, Citizenship, Immigration Status, Gender, Age, Sexual Orientation, Gender Identity, Gender Expression, Marital Status, Marital Status, Source of Income, Military Status, or Disability.

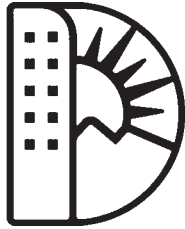
Discrimination is prohibited in the areas of:

- **Employment**
- **Housing and Commercial Space**
- **Public Accommodations**
- **Private Educational Institutions**
- **Private Health and Welfare Services**

Complaints of possible violations may be filed with
**Denver's Anti-Discrimination Office,
Agency for Human Rights and Community Partnerships
201 West Colfax Avenue, Dept. 1102
Denver, CO 80202**

Phone: (720) 913-8458 Video Phone: (720) 458-8486

darius.smith@denvergov.org
www.denvergov.org/discrimination



DENVER

THE MILE HIGH CITY

Cuidad y Candado de Denver

Este establecimiento es susceptible a la Ordenanza de la Anti-Discriminación (Capitulo 28, Artículo IV del Código Municipal Revisado) de la Ciudad y Candado de Denver que prohíbe la discriminación:

Origen, Edad, Color, Orientación Sexual, Variación de Genero, Religión, Estado Civil, Origen Nacienal Origin, Posicion Militar, Genero o Incapacidades Fisica o mental

La discriminación se prohíbe en las areas de:

- **Empleo**
- **Alberga y Espacio Comercial**
- **Aljomientos Publicos**
- **Instituciones Educativos Privadas**
- **Salud y Servicios del Bienestar Privados**

Los quejas de infracciones posibles se pueden archivar con la oficina de la Anti-Discriminacion de Denver en la Agencia para Derechos Humanos y Relaciones de la Comunidad

201 Avenida Colfax, Dept. 1102

Denver, CO 80202

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**Timothy M. O'Brien, CPA,
Denver Auditor**

Are you paid your legal wage?

Workers employed doing construction, improvement, repair, maintenance, demolition, janitorial, doorkeeping, caretaking, window washing, or portering, at or in connection with the operation of any public building or public work on behalf of the City and County of Denver, are required by law to be paid the prevailing wage for the same class and kind of work. Some exceptions apply.

— Denver Revised Municipal Code §20-76

Hourly Wage

Contractors and subcontractors must pay their workers no less than the approved hourly wage and fringe benefits for the classification of work being performed. Approved wage and benefit rates are available at www.denvergov.org/Auditor. Apprentice rates apply only to apprentices properly registered under approved apprenticeship programs.

Overtime

Contractors and subcontractors must pay their workers no less than one and one-half times your basic rate of pay for all hours worked over 40 hours per week.

Penalties

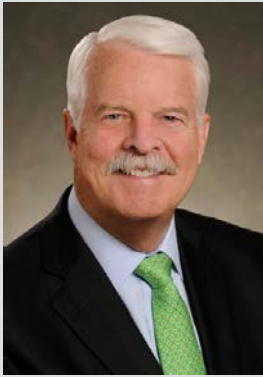
Contractors and subcontractors who fail to comply with Denver's prevailing wage requirements can be denied or delayed payment of invoices, fined, or barred from working on City contracts.



If you have questions or concerns, contact us.

Auditor's Office

201 West Colfax Avenue, #705 | Denver, CO 80202
www.denvergov.org/auditor | Auditor@denvergov.org
720-913-5000



**Timothy M.
O'Brien, CPA,
Denver Auditor**

¿Están pagando su sueldo legal?

Empleados contratados para la construcción, mejoras, reparaciones, mantenimiento, demolición, limpieza, portero, cuidador de facilidades/personas, limpiador de ventanas o transporte de cargas en o en relación con el funcionamiento de cualquier edificio u obra pública en nombre de la Ciudad y Condado de Denver, están obligados por ley a recibir el salario prevaleciente para la misma clase y tipo de trabajo. Algunas excepciones aplican.

— Código Municipal de Denver Revisado §20-76

Sueldo Horario

Contratistas y subcontratistas deben pagar no menos de su sueldo básico por hora y los beneficios marginales por la clasificación de trabajo que usted realiza. La tabla de clasificaciones y sueldos está en www.denvergov.org/Auditor. Las tarifas de aprendizaje aplicaran solamente a los empleados que estén en programas autorizados.

Horas Extras

Contratistas y subcontratistas deben pagar no menos de tiempo y medio de su pago básico por todas las horas en que trabaje en exceso de las 40 horas en dicha semana.

Sanciones

Contratistas y subcontratistas que no cumplan con los requisitos de salario prevalecientes de Denver se les puede negar o retrasar el pago de sus facturas, ser multados o impedir trabajar en contratos con la Ciudad.



Si tiene preguntas o necesita más información, contáctenos.

Auditor's Office
201 West Colfax Avenue, #705 | Denver, CO 80202
www.denvergov.org/auditor | Auditor@denvergov.org
720-913-5000

Are you paid the living wage?

Workers employed by any city contractor or subcontractor engaged in the work of a parking lot attendant, security guard, childcare worker, or clerical support position shall be paid a “living wage.” A living wage is the minimum income necessary for workers to meet their basic needs, as determined by the Federal government, and is a separate standard than prevailing wage. Some exceptions apply.

— Denver Revised Municipal Code §20-80



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Contractors and subcontractors for the City of Denver must pay their workers no less than the hourly “living wage” for parking lot attendants, security guards, childcare workers, or clerical support positions.

The “living wage” is subject to change. Employees and employers can find the current “living wage” at www.denvergov.org/Auditor.

Contractors and subcontractors must pay their workers no less than one and one-half times the basic rate of pay for all hours worked over 40 hours per week.

Hourly Wage

Overtime

If you have questions or concerns, contact us.

Auditor's Office
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www.denvergov.org/auditor | Auditor@denvergov.org
720-913-5000



¿Le están pagando su salario vital?



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Personas empleadas por un contratista o subcontratista de la ciudad realizando el trabajo de un asistente de estacionamiento, guardia de seguridad, trabajador de cuidado de niños, o la posición de apoyo administrativo deberá recibir "salario vital." El salario vital es el ingreso mínimo necesario para que los trabajadores puedan cumplir con sus necesidades básicas, según lo determinado por el gobierno federal, y es una norma separada al salario prevaleciente, o "Prevailing Wage." Algunas excepciones aplican.

— Código Municipal de Denver Revisado §20-80

Contratistas y subcontratistas para la Ciudad y Condado de Denver deben pagar sus empleados no menos que la tasa de "salario vital," para asistentes de estacionamiento, guardias de seguridad, trabajadores de cuidado de niños, o la posición de apoyo administrativo.

El salario vital está sujeto a cambios. Empleados y empleadores pueden conseguir la tarifa más actualizada en: www.denvergov.org/Auditor.

Contratistas y subcontratistas deben pagar sus empleados no menos de una y media veces su tasa básica de pago por todas las horas trabajadas de más de 40 horas por semana.

Pago por hora

Horas Extras

Si tiene preguntas o necesita más información, contáctenos.

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ARE YOU PAID DENVER'S CITYWIDE MINIMUM WAGE?

EFFECTIVE
JANUARY 1, 2021

\$14.77

*per hour for workers
who don't receive tips*

\$11.75

*for food and beverage workers
who receive tips*

¿LE PAGAN A USTED EL SALARIO MÍNIMO EN TODA LA CIUDAD DE DENVER?

A PARTIR DEL
1 DE ENERO DE 2021

\$14.77

*por hora para trabajadores que
no reciben propina*

\$11.75

*para trabajadores de comida y
bebidas que reciben propinas*

The minimum wage applies to all workers performing work within the geographical boundaries of the City and County of Denver. If you currently work in Denver and your rate of pay is less than the minimum wage, please visit denverauditor.org/DenverLabor or call **720-913-5039** to begin an investigation.

El salario mínimo aplica a todo trabajador que realice su actividad dentro de los límites geográficos de la Ciudad y el Condado de Denver. Si usted trabaja en Denver y su tarifa de pago es menor que la cantidad establecida por el salario mínimo en toda la ciudad, visite nuestra página web denverauditor.org o llame al **720-913-5039** para comenzar una investigación.



Call: 720-913-5039

Web: denverauditor.org/denverlabor

Email: wagecomplaints@denvergov.org