

Unemployment Resources Summary from 3.26.2020 CODHA Virtual Meeting

Hello All - I know these are trying times. I hope you find this information helpful. **Please note none of my answers should be viewed as legal advice. I can't possibly practice law in this manner, but I am trying to be a resource.**

In order for me to provide accurate answers to your questions the questions must be focused. I won't make assumptions or guess at what you are asking about. In the interest of time (which is very short right now as I am general counsel for a manufacturing company and there are lots of issues I am dealing with) if I have to spend more than a couple of minutes trying to figure out what you are asking I will just move on to the next question.

- Maureen West

General Information

There is flexibility right now with regard to unemployment. For example, federal law allows states to pay benefits where: (1) An employer temporarily ceases operations due to COVID-19, preventing employees from coming to work; (2) An individual is quarantined with the expectation of returning to work after the quarantine is over; and (3) An individual leaves employment due to a risk of exposure or infection or to care for a family member. In addition, federal law does not require an employee to quit in order to receive benefits due to the impact of COVID-19.

With the above paragraph in mind, you need to look to Colorado law to see what rights you have. I have provided links below from the Colorado Department of Labor and Unemployment that provide information about how unemployment due to COVID-19 is being handled in Colorado. Answers to most of your questions should be contained in these links.

Please read through all of the links and you still have a question I am happy to try to answer it. But in the interest of my limited time and so you can get answers right away, try to find the answer in the information provided below.

Also, these are some websites that you should go to educate yourself and hopefully find your answers. Just click on the link:

- 1) Colorado Department of Labor and Unemployment - Information about Coronavirus
<https://www.colorado.gov/pacific/cdle/information-and-resources-coronavirus>
- 2) Colorado Department of Labor and Unemployment - FAQ's
<https://www.colorado.gov/pacific/cdle/unemployment-insurance-worker-faqs>
- 3) Colorado Department of Labor and Unemployment - How to File a Claim
<https://www.colorado.gov/cdle/unemhttps://www.colorado.gov/pacific/cdle/complaint-formsployment>

- 4) Colorado Department of Labor and Unemployment - Tips on Filing a Claim
<https://www.colorado.gov/cdle/unemployment>
- 5) Colorado Department of Labor and Unemployment - Helpful Information about Unemployment
<https://www.colorado.gov/pacific/sites/default/files/B544%20English.pdf>
- 6) Colorado Department of Labor and Unemployment - Eligibility for Unemployment - Criteria
<https://www.colorado.gov/pacific/cdle/information-and-resources-coronavirus>
- 7) Colorado Department of Labor and Unemployment - Colorado Health Emergency Leave with Pay <https://www.colorado.gov/pacific/cdle/colorado-health-emergency-leave-pay-%E2%80%9Ccolorado-help%E2%80%9D-rules>
- 8) Colorado Department of Labor and Unemployment - How to File a Wage Complaint Against your Employer <https://www.colorado.gov/pacific/cdle/complaint-forms>
- 9) Department of Labor Families First Coronavirus Act:
<https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>