

Colorado Enacts Legislative Change in SB 20-207

On July 14, 2020, SB 20-207 was enacted. Section I of the Senate Bill is effective upon passage (July 14th). The entire Senate Bill will be effective January 1st, 2020.

A summary of some of the legislative changes are outlined below:

- (Section I) Chargeable Wage Base is Risen to \$13,600 from \$10,000 in 2020. The Chargeable Wage Base will continue to rise until 2026
- Current law requires that the weekly unemployment benefit amounts to be reduced by the amount of an individual's wages that exceeds 25% of the weekly benefit amount. The act made it so that weekly unemployment benefit amounts are to be reduced by the amount of an individual's wages that exceeds 50% of the weekly benefit amount. This will be applicable for the next 2 calendar years (2021 – 2022) These changes are also applying to claimants applying for partial benefits.
- The DOL is to consider the following reasons as qualifying for unemployment benefits (either the individual has separated from employment or has refused to accept new employment):
 - An employer is requiring the claimant to work in an environment that is not in compliance with: Federal centers for disease control and prevention guidelines applicable to the employer's business and workplace at the time of the determination; state and federal laws, rules, and regulations concerning disease mitigation and workplace safety; or an executive order issued by the governor, or a public health order issued by the department of public health and environment or a local government, requiring the employer to close the business or modify the operation of the business
 - The claimant is the primary caretaker of:
 - A child enrolled in a school which has closed due to a public health emergency
 - A family member or household member who is quarantined due to an illness during a public health emergency
 - The claimant is immunocompromised and more susceptible to illness during a public health emergency
- Claim response time has been shortened from 12 days to 7 days
- In the event of WorkShare, the division is to approve a work share plan submitted by an employer, if the employee's normal weekly work hours have been reduced by at least 10% but not more than "*an amount consistent with rules promulgated by the Director and authorized under 26 U.S.C. SEC. 3306*"
- As of September 2020, Colorado's Reserve Ratio was 3.07%. New legislation that because of this the DOL will reduce employer premiums up to 15% for 2021

More Information and SB 20-207 is available here: <https://leg.colorado.gov/bills/sb20-207>