

I. INTRODUCTION

The Colorado Equal Pay for Equal Work Act (EPEWA), C.R.S. § 8-5-101, et. seq., prohibits wage discrimination based on sex or sex in combination with another protected status for substantially similar work. Wage differentiation is allowed when the employer demonstrates that the wage differential is based on specified criteria and that the employer did not engage in other prohibited conduct. The legislative intent is to close the pay gap in Colorado and for employees with similar job duties to be paid the same wage rate regardless of sex or sex in combination with another protected status. The law also strives to improve pay equity by improving pay transparency through requiring employers to post promotional opportunities with specified information prior to making a hiring decision.

II. POLICY

2. Disclose in Job Postings the hourly or salary compensation or range thereof and a general description of all benefits and other compensation offered; and
3. Keep records of job descriptions and wage rate history for each employee for the duration of their employment plus two years after the end of their employment.

III. PROCESS OVERVIEW

- A. Prior to making a hiring decision, the University must communicate all Job Postings to all current employees on the same day unless one of the limited exceptions specified in the implementing rules applies:
 1. Confidentiality -- When there is a compelling need to keep a particular job opening confidential because the incumbent employee is not aware that they will be separated.
 2. Automatic promotion -- When an employee is hired with a written representation (through an offer letter, agreement, or a published policy) that the University will automatically consider the employee for a promotion to a specific position within
 3. Temporary, acting or interim hires -- When a position is filled on a temporary basis for up to six (6) months where the hiring is not expected to be permanent, such

- c. A description of the unit;
- d.