

HOUSE COMMITTEE OF REFERENCE REPORT

Chairman of Committee

March 22, 2016
Date

Committee on Business Affairs and Labor.

After consideration on the merits, the Committee recommends the following:

HB16-1114 be amended as follows, and as so amended, be referred to the Committee on Appropriations with favorable recommendation:

- 1 Amend printed bill, page 2, line 19, strike "**repeal**" and substitute
- 2 "**amend**".

- 3 Page 3, line 2, strike "~~(1) As~~" and substitute "(1) As".

- 4 Page 3, strike lines 3 and 4 and substitute "used in this section, unless the
- 5 context otherwise requires:
- 6 (a) "Director" means the director of the division."

- 7 Page 3, line 5, strike "~~(b)~~" and substitute "(b)".

- 8 Page 3, strike lines 7 through 13 and substitute:

- 9 (c) "Employer" means a person or entity that:
- 10 (I) Transacts business in Colorado;
- 11 (II) At any time, employs another person to perform services of
- 12 any nature; and
- 13 (III) Has control of the payment of wages for such services or is
- 14 the officer, agent, or employee of the person or entity having control of
- 15 the payment of wages."

- 16 Page 3, line 14, strike "~~(d)~~" and substitute "(d)".

1 Page 3, line 16, strike "(2)" and substitute "(2)".

2 Page 3, strike lines 25 through 27 and substitute:

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4 "(3) Upon the request of the director, an employer shall submit
5 documentation to the director that demonstrates that the employer is in
6 compliance with the employment verification requirements specified in
7 8 U.S.C. sec. 1324a (b). ~~and documentation that the employer has~~
8 ~~complied with the requirements of subsection (2) of this section.~~ The
9 director or the director's designee may conduct random audits of
10 employers in Colorado to obtain the documentation. When the director
11 has reason to believe that an employer has not complied with the
12 employment verification and examination requirements, the director shall
13 request the employer to submit the documentation."

14 Page 4, strike lines 1 through 7.

15 Page 4, line 8, strike "(4)" and substitute "(4)".

16 Page 4, strike lines 20 through 22 and substitute:

17 "(5) It is the public policy of Colorado that this section shall be
18 enforced without regard to race, religion, gender, ethnicity, national
19 origin, or disability."

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