

**First Regular Session  
Seventy-fourth General Assembly  
STATE OF COLORADO**

**PREAMENDED**

*This Unofficial Version Includes Committee  
Amendments Not Yet Adopted on Second Reading*

LLS NO. 23-0483.02 Jessica Herrera x4218

**SENATE BILL 23-111**

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**SENATE SPONSORSHIP**

**Rodriguez,**

**HOUSE SPONSORSHIP**

**Woodrow,**

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**Senate Committees**

Local Government & Housing  
Appropriations

**House Committees**

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**A BILL FOR AN ACT**

101      **CONCERNING PUBLIC EMPLOYEES' WORKPLACE PROTECTION FROM**  
102                    **EMPLOYER RETALIATION, AND, IN CONNECTION THEREWITH,**  
103                    **MAKING AN APPROPRIATION.**

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**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)*

The "National Labor Relations Act" does not apply to federal, state, or local governments and the "Colorado Labor Peace Act" excludes governmental entities, with an exception for mass transportation systems, leaving public employees without the protection afforded by these labor laws. The bill grants certain public employees, including individuals

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters or bold & italic numbers indicate new material to be added to existing law.  
Dashes through the words or numbers indicate deletions from existing law.*

employed by counties, municipalities, fire authorities, school districts, public colleges and universities, library districts, special districts, public defender's offices, the university of Colorado hospital authority, the Denver health and hospital authority, the general assembly, and a board of cooperative services, the right to:

- Discuss or express views regarding public employee representation or workplace issues;
- Engage in protected, concerted activity for the purpose of mutual aid or protection;
- Fully participate in the political process while off duty and not in uniform, including speaking with members of the public employer's governing body on terms and conditions of employment and any matter of public concern and engaging in other political activities in the same manner as other citizens of Colorado without discrimination, intimidation, or retaliation; and
- Organize, form, join, or assist an employee organization or refrain from organizing, forming, joining, or assisting an employee organization.

The bill also prohibits certain public employers from discriminating against, coercing, intimidating, interfering with, or imposing reprisals against a public employee for engaging in any of the rights granted.

The Colorado department of labor and employment (department) is charged with enforcing any alleged violation of these rights and is granted rule-making authority. A party may appeal the department's final decision to the Colorado court of appeals. The bill requires the court of appeals to give deference to the department.

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1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, **add** article 32 to title  
3 29 as follows:

4 **ARTICLE 32**

5 **Protections For Public Workers**

6 **29-32-101. Short title.** THE SHORT TITLE OF THIS ARTICLE 32 IS  
7 THE "PROTECTIONS FOR PUBLIC WORKERS ACT".

8 **29-32-102. Legislative declaration.** (1) THE GENERAL ASSEMBLY  
9 HEREBY DECLARES THAT PUBLIC EMPLOYEES ARE THE BACKBONE OF THE

1 STATE AND ENSURE THAT COLORADANS HAVE ACCESS TO STRONG PUBLIC  
2 SERVICES. HOWEVER, BECAUSE PUBLIC EMPLOYEES ARE EXEMPT FROM  
3 PROTECTIONS AFFORDED BY THE "NATIONAL LABOR RELATIONS ACT"  
4 AND THE "COLORADO LABOR PEACE ACT", WHEN THEY SPEAK OUT ON  
5 ISSUES IN THEIR WORKPLACE OR COME TOGETHER WITH THEIR COWORKERS  
6 TO IMPROVE THEIR WORKING CONDITIONS, THEY CAN BE DISCIPLINED AND  
7 TERMINATED. THE GENERAL ASSEMBLY FURTHER DECLARES THAT PUBLIC  
8 EMPLOYEES SHOULD HAVE THE FOLLOWING RIGHTS AND SHOULD BE  
9 PROTECTED FROM RETALIATION, INCLUDING DISCIPLINE OR TERMINATION,  
10 IF THEY CHOOSE TO EXERCISE THESE RIGHTS:

11 (a) TO SPEAK OUT ON ISSUES OF PUBLIC CONCERN AND FULLY  
12 ENGAGE IN THE POLITICAL PROCESS OUTSIDE OF WORK IN THE SAME  
13 MANNER AS OTHER CITIZENS OF COLORADO;

14 (b) TO SPEAK OUT ABOUT CONCERNS WITH THE TERMS AND  
15 CONDITIONS OF THEIR EMPLOYMENT;

16 (c) TO ENGAGE IN PROTECTED CONCERTED ACTIVITY FOR THE  
17 PURPOSE OF MUTUAL AID OR PROTECTION;

18 (d) TO ORGANIZE, FORM, JOIN, OR ASSIST AN EMPLOYEE  
19 ORGANIZATION OR TO REFRAIN FROM DOING SO; AND

20 (e) TO PURSUE AN EMPLOYEE ORGANIZATION WITH THEIR  
21 COWORKERS WITHOUT INTERFERENCE.

22 **29-32-103. Definitions.** AS USED IN THIS ARTICLE 32, UNLESS THE  
23 CONTEXT OTHERWISE REQUIRES:

24 (1) "COUNTY" MEANS ONLY:

25 (a) A CITY AND COUNTY; AND

26 (b) A COUNTY WITH A POPULATION OF LESS THAN SEVEN  
27 THOUSAND FIVE HUNDRED PEOPLE PURSUANT TO THE OFFICIAL FIGURES OF

1 THE MOST RECENT UNITED STATES DECENNIAL CENSUS.

2 (2) "DIVISION" MEANS THE DIVISION OF LABOR STANDARDS AND  
3 STATISTICS WITHIN THE DEPARTMENT OF LABOR AND EMPLOYMENT.

4 (3) "EMPLOYEE ORGANIZATION" MEANS AN ORGANIZATION  
5 INDEPENDENT OF THE EMPLOYER IN WHICH PUBLIC EMPLOYEES MAY  
6 PARTICIPATE AND THAT EXISTS FOR THE PURPOSE, IN WHOLE OR IN PART,  
7 OF ACTING ON BEHALF OF AND FOR THE BENEFIT OF THE PUBLIC  
8 EMPLOYEES CONCERNING PUBLIC EMPLOYEE GRIEVANCES, LABOR  
9 DISPUTES, WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF  
10 EMPLOYMENT. "EMPLOYEE ORGANIZATION" INCLUDES ANY AGENTS OR  
11 REPRESENTATIVES OF THE EMPLOYEE ORGANIZATION DESIGNATED BY THE  
12 EMPLOYEE ORGANIZATION.

13 (4) "GOVERNING BODY" MEANS THE ELECTED OR APPOINTED  
14 REPRESENTATIVE BODY OF A PUBLIC EMPLOYER.

15 (5) "PUBLIC EMPLOYEE" MEANS AN INDIVIDUAL EMPLOYED BY A  
16 PUBLIC EMPLOYER. A STATE EMPLOYEE THAT FALLS WITHIN THE  
17 DEFINITION OF A "COVERED EMPLOYEE" PURSUANT TO SECTION  
18 24-50-1102 (3), SHALL NOT BE A "PUBLIC EMPLOYEE" FOR PURPOSES OF  
19 THIS ARTICLE 32.

20 (6) (a) "PUBLIC EMPLOYER" MEANS:

21 (I) A COUNTY OR A MUNICIPALITY;

22 (II) A DISTRICT, BUSINESS IMPROVEMENT DISTRICT, SPECIAL  
23 DISTRICT CREATED PURSUANT TO TITLE 32, AUTHORITY, OR OTHER  
24 POLITICAL SUBDIVISION OF THE STATE, A COUNTY, OR A MUNICIPALITY;

25 (III) THE COLORADO SCHOOL FOR THE DEAF AND THE BLIND,  
26 ESTABLISHED IN ARTICLE 80 OF TITLE 22;

27 (IV) A STATE INSTITUTION OF HIGHER EDUCATION, AS DEFINED IN

1 SECTION 23-18-102 (10)(a), AND A LOCAL DISTRICT COLLEGE OPERATING  
2 PURSUANT TO ARTICLE 71 OF TITLE 23;

3 (V) THE OFFICE OF STATE PUBLIC DEFENDER CREATED IN SECTION  
4 21-1-101;

5 (VI) THE UNIVERSITY OF COLORADO HOSPITAL AUTHORITY  
6 CREATED IN SECTION 23-21-503;

7 (VII) THE DENVER HEALTH AND HOSPITAL AUTHORITY CREATED  
8 IN SECTION 25-29-103;

9 (VIII) THE JOINT BUDGET COMMITTEE STAFF, THE LEGISLATIVE  
10 COUNCIL STAFF, THE OFFICE OF LEGISLATIVE LEGAL SERVICES, THE STAFF  
11 OF THE OFFICE OF THE CHIEF CLERK OF THE HOUSE OF REPRESENTATIVES,  
12 AND THE SENATE SERVICES STAFF;

13 (IX) THE MAJORITY AND MINORITY CAUCUS STAFF OF THE HOUSE  
14 OF REPRESENTATIVES AND THE SENATE; OR

15 (X) A BOARD OF COOPERATIVE SERVICES ESTABLISHED PURSUANT  
16 TO THE "BOARDS OF COOPERATIVE SERVICES ACT OF 1965", ARTICLE 5 OF  
17 TITLE 22.

18 (b) "PUBLIC EMPLOYER" DOES NOT INCLUDE THE STATE OR ANY  
19 POLITICAL SUBDIVISION OF THE STATE WHERE THE STATE OR POLITICAL  
20 SUBDIVISION OF THE STATE ACQUIRES OR OPERATES A MASS  
21 TRANSPORTATION SYSTEM, OR ANY CARRIER BY RAILROAD, EXPRESS  
22 COMPANY, OR SLEEPING CAR COMPANY SUBJECT TO THE FEDERAL  
23 "RAILWAY LABOR ACT", 45 U.S.C. SEC. 151 ET SEQ., AS AMENDED.

24 (7) "UNFAIR LABOR PRACTICE" MEANS A VIOLATION OF THE RIGHTS  
25 OR OBLIGATIONS DESCRIBED IN THIS ARTICLE 32. NOTHING IN THIS  
26 ARTICLE 32 SHALL BE CONSTRUED TO MEAN THE RIGHT OR OBLIGATION TO  
27 RECOGNIZE OR TO NEGOTIATE A COLLECTIVE BARGAINING AGREEMENT.

1           **29-32-104. Protections for public workers.** (1) EXCEPT AS  
2 PROVIDED IN SUBSECTION (2) OF THIS SECTION, A PUBLIC EMPLOYEE HAS  
3 THE RIGHT TO:

4           (a) DISCUSS OR EXPRESS THE PUBLIC EMPLOYEE'S VIEWS  
5 REGARDING PUBLIC EMPLOYEE REPRESENTATION, WORKPLACE ISSUES, OR  
6 THE RIGHTS GRANTED TO THE PUBLIC EMPLOYEE IN THIS ARTICLE 32;

7           (b) ENGAGE IN PROTECTED, CONCERTED ACTIVITY FOR THE  
8 PURPOSE OF MUTUAL AID OR PROTECTION;

9           (c) FULLY PARTICIPATE IN THE POLITICAL PROCESS WHILE OFF  
10 DUTY AND NOT IN UNIFORM, INCLUDING:

11           (I) SPEAKING WITH MEMBERS OF THE PUBLIC EMPLOYER'S  
12 GOVERNING BODY ON TERMS AND CONDITIONS OF EMPLOYMENT AND ANY  
13 MATTER OF PUBLIC CONCERN; AND

14           (II) ENGAGING IN OTHER POLITICAL ACTIVITIES IN THE SAME  
15 MANNER AS OTHER CITIZENS OF COLORADO, WITHOUT DISCRIMINATION,  
16 INTIMIDATION, OR RETALIATION; AND

17           (d) ORGANIZE, FORM, JOIN, OR ASSIST AN EMPLOYEE  
18 ORGANIZATION OR REFRAIN FROM ORGANIZING, FORMING, JOINING, OR  
19 ASSISTING AN EMPLOYEE ORGANIZATION.

20           (2) A PUBLIC EMPLOYER DESCRIBED IN SECTION 29-32-103  
21 (6)(a)(VIII) MAY LIMIT THE RIGHTS OF AN EMPLOYEE DESCRIBED IN  
22 29-32-104 (1)(c) TO THE EXTENT NECESSARY TO MAINTAIN THE  
23 NONPARTISAN ROLE OF THE EMPLOYER.

24           (3) A PUBLIC EMPLOYER SHALL NOT:

25           (a) DISCRIMINATE AGAINST, COERCE, INTIMIDATE, INTERFERE  
26 WITH, OR IMPOSE REPRISALS AGAINST, OR THREATEN TO DISCRIMINATE  
27 AGAINST, COERCE, INTIMIDATE, INTERFERE WITH, OR IMPOSE REPRISALS

1 AGAINST, ANY PUBLIC EMPLOYEE FOR ENGAGING IN ANY OF THE RIGHTS  
2 DESCRIBED IN THIS ARTICLE 32;

3 (b) DOMINATE OR INTERFERE IN THE ADMINISTRATION OF AN  
4 EMPLOYEE ORGANIZATION; OR

5 (c) DISCHARGE OR DISCRIMINATE AGAINST A PUBLIC EMPLOYEE  
6 BECAUSE THE PUBLIC EMPLOYEE HAS FILED AN AFFIDAVIT, PETITION, OR  
7 COMPLAINT OR GIVEN ANY INFORMATION OR TESTIMONY PURSUANT TO  
8 THIS ARTICLE 32, OR BECAUSE THE PUBLIC EMPLOYEE HAS FORMED,  
9 JOINED, ASSISTED, OR CHOSEN TO BE REPRESENTED BY AN EMPLOYEE  
10 ORGANIZATION.

11 **29-32-105. Enforcement - rules.** (1) AN AGGRIEVED PARTY IS  
12 BARRED FROM FILING A CLAIM THAT ALLEGES THAT A PUBLIC EMPLOYER  
13 HAS VIOLATED THIS ARTICLE 32 UNLESS THE CLAIM IS FILED WITHIN SIX  
14 MONTHS AFTER THE DATE ON WHICH THE AGGRIEVED PARTY KNEW OR  
15 REASONABLY SHOULD HAVE KNOWN OF THE ALLEGED VIOLATION.

16 (2) THE DIVISION SHALL ENFORCE THE RIGHTS AND OBLIGATIONS  
17 OF THIS ARTICLE 32 AND SHALL CREATE AND ADMINISTER A PROCESS TO  
18 ACCEPT AND REVIEW COMPLAINTS AND TO INVESTIGATE COMPLAINTS OR  
19 OTHER LEADS CONCERNING A VIOLATION THAT, IN THE DIRECTOR'S GOOD  
20 FAITH DISCRETION AND JUDGMENT, WARRANT INVESTIGATION. THE  
21 DIVISION SHALL PROMULGATE RULES AS MAY BE NECESSARY TO  
22 IMPLEMENT THIS ARTICLE 32.

23 (3) THE DIVISION HAS THE AUTHORITY TO ADJUDICATE UNFAIR  
24 LABOR PRACTICE CHARGES AND ISSUE DECISIONS PURSUANT TO ARTICLE  
25 3 OF TITLE 8.

26 (4) A PARTY MAY APPEAL THE DIVISION'S FINAL DECISION TO THE  
27 COLORADO COURT OF APPEALS AND THE COURT'S REVIEW MUST BE

1 LIMITED TO DETERMINING WHETHER THE DIVISION HAS EXCEEDED ITS  
2 JURISDICTION OR ABUSED ITS DISCRETION BASED ON THE EVIDENCE IN THE  
3 RECORD BEFORE THE DIVISION.

4 (5) THE COURT OF APPEALS SHALL UPHOLD THE ACTION OF THE  
5 DIVISION AND TAKE APPROPRIATE STEPS TO ENFORCE THE ACTION UNLESS  
6 THE COURT CONCLUDES THAT THE FINAL DECISION IS:

7 (a) ARBITRARY, CAPRICIOUS, OR AN ABUSE OF DISCRETION; OR

8 (b) OTHERWISE NOT IN ACCORDANCE WITH LAW.

9 (6) THE DIVISION MAY ENFORCE PROVISIONS OF THIS ARTICLE 32  
10 THROUGH THE IMPOSITION OF APPROPRIATE ADMINISTRATIVE REMEDIES,  
11 INCLUDING REMEDIES TO ADDRESS ANY LOSS SUFFERED BY A PUBLIC  
12 EMPLOYEE OR GROUP OF PUBLIC EMPLOYEES FROM UNLAWFUL CONDUCT.

13 (7) ANY FUNDS APPROPRIATED TO COVER THE DIVISION'S COSTS  
14 RELATING TO THE ENFORCEMENT OF THIS ARTICLE 32 MUST BE FROM THE  
15 GENERAL FUND.

16 **29-32-106. Exemptions.** (1) THE STATE BOARD OF EDUCATION  
17 SHALL NOT WAIVE THIS ARTICLE 32 OR ANY PROVISION OF THIS ARTICLE 32  
18 AS IT PERTAINS TO AN INNOVATION SCHOOL OR INNOVATION SCHOOL ZONE  
19 OF A SCHOOL DISTRICT OF INNOVATION PURSUANT TO SECTION  
20 22-32.5-108.

21 (2) THE STATE BOARD OF EDUCATION SHALL NOT:

22 (a) INCLUDE ANY PROVISION OF THIS ARTICLE 32 ON THE LIST OF  
23 AUTOMATIC WAIVERS CREATED PURSUANT TO SECTION 22-30.5-104 (6)(b);

24 OR

25 (b) GRANT A WAIVER OF ANY PROVISION OF THIS ARTICLE 32 TO A  
26 CHARTER SCHOOL OR A SCHOOL DISTRICT ACTING ON BEHALF OF A  
27 CHARTER SCHOOL PURSUANT TO SECTION 22-30.5-104 (6)(c).



1 (3) A SCHOOL DISTRICT, ON BEHALF OF A CHARTER SCHOOL, SHALL  
2 NOT APPLY TO THE STATE BOARD OF EDUCATION FOR A WAIVER OF ANY  
3 PROVISION OF THIS ARTICLE 32 PURSUANT TO SECTION 22-30.5-104 (6)(c).

4 (4) THE STATE BOARD OF EDUCATION SHALL NOT WAIVE ANY OF  
5 THE REQUIREMENTS OR PROVISIONS OF THIS ARTICLE 32.

6 **SECTION 2.** In Colorado Revised Statutes, **add** 29-5-215 as  
7 follows:

8 **29-5-215. Protect public workers.** ON AND AFTER THE EFFECTIVE  
9 DATE OF ARTICLE 32 OF THIS TITLE 29, FIREFIGHTERS SHALL HAVE ALL THE  
10 RIGHTS AND PROTECTIONS ENUMERATED UNDER ARTICLE 32 OF THIS TITLE  
11 29.

12 **SECTION 3.** In Colorado Revised Statutes, 22-2-117 **amend**  
13 (1)(b)(IX), (1)(b)(X), and (1.5); and **add** (1)(b)(XI) as follows:

14 **22-2-117. Additional power - state board - waiver of**  
15 **requirements - rules.** (1) (b) The state board shall not waive any of the  
16 requirements specified in any of the following statutory provisions:

17 (IX) Any provisions of section 22-1-128 relating to  
18 comprehensive human sexuality education content requirements; ~~or~~

19 (X) Any provision of section 22-30.5-104 (3), 22-30.5-507 (3),  
20 22-32-109 (1)(ll), 22-32-110 (1)(k), 22-38-104 (1)(d), or 22-63-206 (1)  
21 relating to discrimination based on hair texture, hair type, or a protective  
22 hairstyle that is commonly or historically associated with race; OR

23 (XI) ANY PROVISION OF ARTICLE 32 OF TITLE 29.

24 (1.5) Notwithstanding any provision of this section or any other  
25 provision of law, the state board shall not waive requirements contained  
26 in article 11 of this ~~title~~ or TITLE 22; sections 22-7-1006.3, 22-32-105,  
27 22-32-109 (1)(bb)(I) and (2), 22-32-109.1 (2)(a), 22-32-146, and

1 22-33-104 (4); OR ANY PROVISION OF ARTICLE 32 OF TITLE 29.

2 **SECTION 4.** In Colorado Revised Statutes, 22-30.5-104, **amend**  
3 (6)(b)(II.5), (6)(b)(III), (6)(c)(VIII), and (6)(c)(IX); and **add** (6)(b)(IV)  
4 and (6)(c)(X) as follows:

5 **22-30.5-104. Charter school - requirements - authority - rules**  
6 **- definitions.** (6) (b) The state board shall promulgate rules that list the  
7 automatic waivers for all charter schools. In promulgating the list of  
8 automatic waivers, the state board shall consider the overall impact and  
9 complexity of the requirements specified in the statute and the potential  
10 consequences that waiving the statute may have on the practices of a  
11 charter school. In accordance with its rule-making authority, the state  
12 board may review the list of automatic waivers at its discretion.  
13 Notwithstanding any provision of this subsection (6)(b) to the contrary,  
14 the state board shall not include the following statutes on the list of  
15 automatic waivers:

16 (II.5) Section 22-32-110 (1)(y), concerning the power to accept  
17 and expend gifts, donations, or grants; ~~and~~

18 (III) Part 2 of article 63 of this title 22, concerning the  
19 employment of licensed personnel; AND

20 (IV) ANY PROVISION OF ARTICLE 32 OF TITLE 29.

21 (c) A school district, on behalf of a charter school, may apply to  
22 the state board for a waiver of a state statute or state rule that is not an  
23 automatic waiver. Notwithstanding any provision of this subsection (6)  
24 to the contrary, the state board may not waive any statute or rule relating  
25 to:

26 (VIII) Section 22-33-106.1 concerning suspension and expulsion  
27 of students in preschool through second grade; ~~or~~

1 (IX) Subsection (3) of this section and sections 22-32-110 (1)(k)  
2 and 22-63-206 (1) relating to discrimination based on hair texture, hair  
3 type, or a protective hairstyle that is commonly or historically associated  
4 with race; OR

5 (X) ANY PROVISION OF ARTICLE 32 OF TITLE 29.

6 **SECTION 5.** In Colorado Revised Statutes, 22-30.5-507, **amend**  
7 (7)(a)(II.5), (7)(a)(III), (7)(b)(VIII), and (7)(b)(IX); and **add** (7)(a)(IV)  
8 and (7)(b)(X) as follows:

9 **22-30.5-507. Institute charter school - requirements -**  
10 **authority - rules - definitions.** (7) (a) Pursuant to the charter contract,  
11 an institute charter school may operate free from specified statutes and  
12 state board rules. The state board shall promulgate rules that list the  
13 automatic waivers for all charter schools, including institute charter  
14 schools. In promulgating the list of automatic waivers, the state board  
15 shall consider the overall impact and complexity of the requirements  
16 specified in the statute and the potential consequences that waiving the  
17 statute may have on the practices of a charter school, including an  
18 institute charter school. In accordance with its rule-making authority, the  
19 state board may review the list of automatic waivers at its discretion.  
20 Notwithstanding any provision of this subsection (7)(a) to the contrary,  
21 the state board shall not include the following statutes on the list of  
22 automatic waivers:

23 (II.5) Section 22-32-110 (1)(y), concerning the power to accept  
24 and expend gifts, donations, or grants; ~~and~~

25 (III) Part 2 of article 63 of this title 22, concerning the  
26 employment of licensed personnel; AND

27 (IV) ANY PROVISION OF ARTICLE 32 OF TITLE 29.

1 (b) An institute charter school may apply to the state board,  
2 through the institute, for a waiver of state statutes and state rules that are  
3 not automatic waivers. The state board may waive state statutory  
4 requirements or rules promulgated by the state board; except that the state  
5 board may not waive any statute or rule relating to:

6 (VIII) Section 22-33-106.1 concerning suspension and expulsion  
7 of students in preschool through second grade; ~~or~~

8 (IX) Subsection (3) of this section and sections 22-32-110 (1)(k)  
9 and 22-63-206 (1) relating to discrimination based on hair texture, hair  
10 type, or a protective hairstyle that is commonly or historically associated  
11 with race; OR

12 (X) ANY PROVISION OF ARTICLE 32 OF TITLE 29.

13 **SECTION 6.** In Colorado Revised Statutes, 22-32.5-108, **amend**  
14 (1)(b) and (1)(c); and **add** (1)(d) as follows:

15 **22-32.5-108. District of innovation - waiver of statutory and**  
16 **regulatory requirements.** (1) Upon designation of a district of  
17 innovation, the state board shall waive any statutes or rules specified in  
18 the school district's innovation plan as they pertain to the innovation  
19 schools or innovation school zones of the district of innovation; except  
20 that the state board shall not waive:

21 (b) Any provision of article 64 of this ~~title~~; ~~or~~ TITLE 22;

22 (c) Any statutes that are not included in this ~~title~~ TITLE 22,  
23 including but not limited to article 51 of title 24; ~~C.R.S.~~ OR

24 (d) ANY PROVISION OF ARTICLE 32 OF TITLE 29.

25 **SECTION 7. Appropriation. (1) For the 2023-24 state fiscal**  
26 **year, \$151,751 is appropriated to the department of labor and**  
27 **employment. This appropriation is from the general fund. To implement**

1 this act, the department may use this appropriation as follows:

2 (a) \$94,651 for use by the division of labor standards and statistics  
3 for program costs related to labor standards, which amount is based on an  
4 assumption that the division will require an additional 0.9 FTE; and

5 (b) \$57,100 for the purchase of legal services.

6 (2) For the 2023-24 state fiscal year, \$57,100 is appropriated to  
7 the department of law. This appropriation is from reappropriated funds  
8 received from the department of labor and employment under subsection  
9 (1)(b) of this section and is based on an assumption that the department  
10 of law will require an additional 0.3 FTE. To implement this act, the  
11 department of law may use this appropriation to provide legal services for  
12 the department of labor and employment.

13 **SECTION 8. Act subject to petition - effective date.** Section  
14 29-32-105 (3) of this act takes effect on July 1, 2024, and the remainder  
15 of this act takes effect at 12:01 a.m. on the day following the expiration  
16 of the ninety-day period after final adjournment of the general assembly;  
17 except that, if a referendum petition is filed pursuant to section 1 (3) of  
18 article V of the state constitution against this act or an item, section, or  
19 part of this act within such period, then the act, item, section, or part will  
20 not take effect unless approved by the people at the general election to be  
21 held in November 2024 and, in such case, will take effect on the date of  
22 the official declaration of the vote thereon by the governor.