

Second Regular Session  
Seventy-fourth General Assembly  
STATE OF COLORADO

ENGROSSED

*This Version Includes All Amendments Adopted  
on Second Reading in the House of Introduction*

LLS NO. 24-0316.01 Yelana Love x2295

SENATE BILL 24-048

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SENATE SPONSORSHIP

Priola, Jaquez Lewis

HOUSE SPONSORSHIP

deGruy Kennedy and Lynch, Epps

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Senate Committees

Business, Labor, & Technology  
Appropriations

House Committees

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A BILL FOR AN ACT

101 CONCERNING RECOVERY FROM SUBSTANCE USE DISORDERS, AND, IN  
102 CONNECTION THEREWITH, 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/>.)*

**Opioid and Other Substance Use Disorders Study Committee.**

**Section 1** of the bill implements a voluntary designation process for recovery-friendly workplaces.

**Section 2** allows a school district to include in the annual pupil count a student who has transferred to a recovery high school before the pupil count date.

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.*

SENATE  
Amended 2nd Reading  
April 23, 2024

**Section 3** allows a recovery community organization that receives a grant through the recovery support services grant program to use the money to provide guidance to individuals on the many pathways for recovery.

**Section 4** declares that recovery residences, sober living facilities, and sober homes are a residential use of land for zoning purposes.

**Sections 5 and 6** place restrictions on where liquor-licensed drugstores and fermented malt beverage and wine retailers may display alcohol beverages on the stores' licensed premises.

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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** part 3 to article  
3 20 of title 23 as follows:

4 PART 3

5 RECOVERY-FRIENDLY WORKPLACES

6 **23-20-301. Definitions.** AS USED IN THIS PART 3, UNLESS THE  
7 CONTEXT OTHERWISE REQUIRES:

8 (1) "CENTER" MEANS THE CENTER FOR HEALTH, WORK, AND  
9 ENVIRONMENT AT THE COLORADO SCHOOL OF PUBLIC HEALTH.

10 (2) "CERTIFIED RECOVERY-FRIENDLY WORKPLACE" MEANS A  
11 WORKPLACE THAT MEETS THE CRITERIA FOR CERTIFICATION AS  
12 ESTABLISHED BY THIS PART 3, ATTAINS DESIGNATION AS CERTIFIED BY THE  
13 RECOVERY-FRIENDLY WORKPLACE PROGRAM, AND RECEIVES WRITTEN  
14 DOCUMENTATION FROM THE PROGRAM OF SUCH DESIGNATION.

15         
16 (3) "EMPLOYEE" MEANS ANY PERSON WHO WORKS FOR SALARY,  
17 WAGES, OR OTHER REMUNERATION FOR AN EMPLOYER SUBJECT TO THE  
18 PROVISIONS OF THIS PART 3 AND INCLUDES INDIVIDUALS IN MANAGERIAL  
19 POSITIONS, THOSE WORKING FOR OR ON BEHALF OF THE STATE,  
20 CONTRACTORS, AND INDIVIDUALS IN WORK-FROM-HOME POSITIONS.

1 (4) "EMPLOYER" MEANS ANY PUBLIC OR PRIVATE PERSON OR  
2 ENTITY THAT HAS ONE OR MORE EMPLOYEES WHO ARE RESIDENTS OF THE  
3 STATE AND WHO ARE COVERED BY THE "WORKERS' COMPENSATION ACT  
4 OF COLORADO", ARTICLES 40 TO 47 OF \_\_\_ TITLE 8, OR THAT CONDUCTS  
5 BUSINESS IN OR WITHIN THE STATE. "EMPLOYER" INCLUDES THE STATE  
6 AND ANY DEPARTMENT, AGENCY, OR INSTRUMENTALITY OF THE STATE;  
7 ANY COUNTY; ANY MUNICIPAL CORPORATION; AND ANY EMPLOYER THAT  
8 IS SELF-INSURED. A SINGLE EMPLOYER MAY HAVE MULTIPLE WORKPLACES.

9 (5) "PARTICIPANT" MEANS A WORKPLACE THAT MEETS THE  
10 CRITERIA FOR PARTICIPANT STATUS AS ESTABLISHED BY THIS PART 3,  
11 ATTAINS DESIGNATION AS A PARTICIPANT BY THE RECOVERY-FRIENDLY  
12 WORKPLACE PROGRAM, AND RECEIVES DOCUMENTATION FROM THE  
13 PROGRAM OF SUCH DESIGNATION.

14 (6) "PREVENTION" MEANS THE PREVENTION OF SUBSTANCE MISUSE  
15 THROUGH STRATEGIES DESIGNED TO REDUCE THE RISK OF INJURY AND  
16 STRESS IN THE WORKPLACE AND ADDRESS OTHER FACTORS THAT MAY  
17 INCREASE THE RISK OF SUBSTANCE MISUSE AND THROUGH TRAINING AND  
18 EDUCATION TO BUILD SUBSTANCE USE DISORDER AND RECOVERY  
19 LITERACY.

20 (7) "RECOVERY" MEANS A PROCESS OF CHANGE THROUGH WHICH  
21 INDIVIDUALS IMPROVE THEIR HEALTH AND WELLNESS, LIVE A  
22 SELF-DIRECTED LIFE, AND STRIVE TO REACH THEIR FULL POTENTIAL.

23 (8) "RECOVERY-FRIENDLY WORKPLACE ADVISOR" MEANS AN  
24 INDIVIDUAL WHO IS AN EMPLOYEE OF OR CONTRACTOR FOR THE  
25 RECOVERY-FRIENDLY WORKPLACE PROGRAM AND WHOSE DUTIES INCLUDE  
26 ASSISTING EMPLOYERS THROUGH THE PROCESS OF BECOMING A  
27 RECOVERY-FRIENDLY WORKPLACE PARTICIPANT OR A CERTIFIED

1 RECOVERY-FRIENDLY WORKPLACE.

2 (9) "RECOVERY-FRIENDLY WORKPLACE PROGRAM" OR "PROGRAM"  
3 MEANS THE PROGRAM ESTABLISHED IN SECTION 23-20-302.

4 (10) "RECOVERY-FRIENDLY WORKPLACE TASK FORCE" MEANS A  
5 TASK FORCE ESTABLISHED BY AN EMPLOYER OR ITS EMPLOYEES THAT  
6 REFLECTS DIFFERENT COMPONENTS OF THE WORKFORCE AND INCLUDES  
7 DIFFERENT LEVELS OF STAFF TO LEAD RECOVERY-FRIENDLY WORKPLACE  
8 POLICY DEVELOPMENT AND IMPLEMENTATION AND TO CONTINUOUSLY  
9 REVIEW AND UPDATE THE EMPLOYER'S POLICIES AND PRACTICES TO MAKE  
10 THEM MORE RECOVERY-FRIENDLY.

11 (11) "RECOVERY SUPPORT SERVICES ORGANIZATION" HAS THE  
12 MEANING SET FORTH IN SECTION 27-60-108 (2)(c).

13 (12) "SUBSTANCE USE DISORDER" HAS THE SAME MEANING AS SET  
14 FORTH IN SECTION 27-50-101 (20).

15 (13) "WORKPLACE" MEANS ANY OFFICE, WAREHOUSE, BUILDING,  
16 OR OTHER LOCATION, WHETHER PERMANENT OR TEMPORARY, WHERE AN  
17 EMPLOYEE PERFORMS ANY WORK-RELATED DUTY OR DUTIES IN THE SCOPE  
18 AND COURSE OF THE EMPLOYEE'S EMPLOYMENT. EMPLOYERS MAY HAVE  
19 MORE THAN ONE WORKPLACE. "WORKPLACE" DOES NOT INCLUDE AN  
20 EMPLOYEE'S RESIDENCE OR OTHER REMOTE WORK LOCATION. IF AN  
21 EMPLOYER OPERATES EXCLUSIVELY THROUGH TELEWORK, THE  
22 DESIGNATED WORKPLACE ADDRESS IS THE ADDRESS LISTED ON THE  
23 EMPLOYER'S ARTICLES OF INCORPORATION FILED WITH THE SECRETARY OF  
24 STATE, IF INCORPORATED IN THIS STATE, OR, IF NOT INCORPORATED IN THIS  
25 STATE, THE ADDRESS OF THE EMPLOYER'S OFFICIAL HEADQUARTERS IN  
26 THIS STATE.

27 **23-20-302. Recovery-friendly workplace program - creation**

1     = duties. (1) THERE IS HEREBY ESTABLISHED A RECOVERY-FRIENDLY  
2     WORKPLACE PROGRAM. THE CENTER MAY CONTRACT WITH ONE OR MORE  
3     PUBLIC OR PRIVATE ENTITIES TO PERFORM SOME OR ALL OF THE DUTIES  
4     OUTLINED IN THIS PART 3 BUT SHALL MAINTAIN OVERSIGHT OF THE  
5     PROGRAM. ANY SUCH PUBLIC OR PRIVATE ENTITY SHALL BE REQUIRED TO  
6     MEET ALL REQUIREMENTS FOR CERTIFICATION AS A RECOVERY-FRIENDLY  
7     WORKPLACE.

8             (2) AT A MINIMUM, THE PROGRAM MUST:

9             (a) DEVELOP OR ADOPT A PROCESS THROUGH WHICH EMPLOYERS  
10     MAY APPLY TO BECOME RECOVERY-FRIENDLY WORKPLACE PARTICIPANTS  
11     OR CERTIFIED AS RECOVERY-FRIENDLY AS SET FORTH IN SECTION  
12     23-20-303;

13            (b) DEVELOP OR ADOPT AN ORIENTATION PROCESS THAT INCLUDES  
14     TRAINING MATERIALS FOR NEW EMPLOYERS THAT PROVIDES A BASELINE  
15     INTRODUCTION TO SUBSTANCE USE DISORDERS, TREATMENT, AND  
16     RECOVERY, INCLUDING INFORMATION ON THE SCIENCE OF ADDICTION,  
17     STIGMA, SUBSTANCE USE IN THE WORKFORCE, PREVENTION MEASURES,  
18     AVAILABLE LOCAL RESOURCES, AND THE WAYS IN WHICH EMPLOYERS CAN  
19     AMEND AND IMPLEMENT RECOVERY-FRIENDLY POLICIES AND PRACTICES  
20     TO HELP THEIR EMPLOYEES WITH SUBSTANCE USE DISORDERS;

21            (c) PROVIDE CONSULTATION, GUIDANCE, TECHNICAL ASSISTANCE,  
22     TRAINING AND EDUCATION, AND OTHER SUPPORT TO EMPLOYERS SEEKING  
23     TO BECOME PARTICIPANTS OR CERTIFIED RECOVERY-FRIENDLY  
24     WORKPLACES, AS WELL AS TO CURRENT PARTICIPANTS AND CERTIFIED  
25     RECOVERY-FRIENDLY EMPLOYERS AND KEY STAKEHOLDERS WITHIN THE  
26     WORKPLACE, SUCH AS HUMAN RESOURCES DIRECTORS AND UNION  
27     LEADERS;

1 (d) CONDUCT OUTREACH TO KEY STAKEHOLDERS WITHIN THE  
2 STATE, INCLUDING EMPLOYERS THAT ARE NOT ENGAGED IN THE PROGRAM,  
3 LABOR UNIONS, AND RECOVERY SUPPORT SERVICES ORGANIZATIONS TO  
4 PROVIDE INFORMATION REGARDING THE PROGRAM AND PROGRAM  
5 BENEFITS;

6 (e) DEPENDENT ON FUNDING, HIRE OR CONTRACT WITH AT LEAST  
7 ONE RECOVERY-FRIENDLY WORKPLACE ADVISOR FOR EVERY ONE  
8 HUNDRED PARTICIPANTS AND CERTIFIED RECOVERY-FRIENDLY  
9 WORKPLACES;

10 (f) ASSIGN A RECOVERY-FRIENDLY WORKPLACE ADVISOR TO EACH  
11 EMPLOYER THAT HAS SUBMITTED A LETTER OF INTENT WHO WILL:

12 (I) ASSIST EMPLOYERS THROUGH THE PROCESS OF BECOMING A  
13 PARTICIPANT OR CERTIFIED RECOVERY-FRIENDLY WORKPLACE;

14 (II) PROVIDE INFORMATION TO EMPLOYERS REGARDING THE STATE  
15 AND FEDERAL LAWS AND REGULATIONS THAT IMPACT INDIVIDUALS WITH  
16 SUBSTANCE USE DISORDERS, INCLUDING THE FEDERAL "AMERICANS WITH  
17 DISABILITIES ACT OF 1990", 42 U.S.C. SEC. 12101 ET. SEQ.; STATE  
18 DISABILITY LAWS; THE FEDERAL "FAMILY MEDICAL LEAVE ACT", 29  
19 U.S.C. SECS. 2601 TO 2654; 42 CFR 2; AND THE FEDERAL "HEALTH  
20 INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996", 42 U.S.C.  
21 SEC. 201 ET SEQ., THROUGH THE PROVISION OF WRITTEN MATERIALS,  
22 TRAINING, OR REFERRAL TO AN INDIVIDUAL OR ENTITY WITH THE  
23 REQUISITE KNOWLEDGE;

24 (III) PROVIDE ONGOING ASSISTANCE TO EMPLOYERS BY:

25 (A) WORKING WITH EMPLOYERS TO REVIEW THE EMPLOYERS'  
26 POLICIES AND PROCEDURES AND PROVIDING SUGGESTIONS TO MAKE SUCH  
27 POLICIES AND PROCEDURES MORE RECOVERY-FRIENDLY;

1 (B) REFERRING EMPLOYERS TO ORGANIZATIONS AND INDIVIDUALS  
2 WITH SPECIALIZED KNOWLEDGE AND EXPERTISE THAT MAY ASSIST THE  
3 EMPLOYER IN BECOMING OR MAINTAINING ITS STATUS AS  
4 RECOVERY-FRIENDLY OR IN REVISING ITS POLICIES OR PROCEDURES TO  
5 BETTER ASSIST EMPLOYEES WITH SUBSTANCE USE DISORDERS, ADDRESSING  
6 STIGMA AND BUILDING A RECOVERY-SUPPORTIVE WORKPLACE CULTURE,  
7 OR IN PROVIDING EMPLOYEES ACCESS TO ADDITIONAL SERVICES AND  
8 SUPPORTS; AND

9 (C) ENCOURAGING EMPLOYEE INVOLVEMENT IN THE EMPLOYER'S  
10 PROCESS OF BECOMING A PARTICIPANT OR CERTIFIED RECOVERY-FRIENDLY  
11 WORKPLACE OR IN MAINTAINING SUCH STATUS, INCLUDING THROUGH  
12 ACTIVITIES SUCH AS PARTICIPATING IN A RECOVERY-FRIENDLY  
13 WORKPLACE TASK FORCE, ORIENTING NEW EMPLOYEES ON THE  
14 EMPLOYER'S RECOVERY-FRIENDLY POLICIES, MONITORING THE  
15 IMPLEMENTATION PROCESS, AND PROVIDING FEEDBACK ON THE  
16 EMPLOYER'S RECOVERY-FRIENDLY WORKPLACE EFFORTS; AND

17 (IV) ASSIST EMPLOYERS IN RENEWING THEIR STATUS AS A  
18 PARTICIPANT OR CERTIFIED RECOVERY-FRIENDLY WORKPLACE THROUGH  
19 THE COMPLETION OF AN ANNUAL REVIEW AS SET FORTH IN SECTION  
20 23-20-303 (5);

21 (g) PROVIDE EACH PARTICIPATING EMPLOYER WITH A CERTIFICATE  
22 OR OTHER DOCUMENTATION EVIDENCING THE EMPLOYER'S STATUS AS A  
23 PARTICIPANT OR AS A CERTIFIED RECOVERY-FRIENDLY WORKPLACE, WHICH  
24 MUST REFLECT THE NAME OF THE EMPLOYER, THE ADDRESS OF EACH  
25 WORKPLACE COVERED BY THE CERTIFICATE, THE DATE THE CERTIFICATE  
26 WAS ISSUED, AND THE DATE OF EXPIRATION;

27 (h) DEVELOP A RECOVERY-FRIENDLY WORKPLACE PROGRAM

1 WEBSITE THAT PROVIDES RESOURCES AND INFORMATION ON SUBSTANCE  
2 USE IN THE WORKPLACE TO EMPLOYERS, EMPLOYEES, AND THE GENERAL  
3 PUBLIC OR INCORPORATE SUCH INFORMATION INTO THE CENTER'S EXISTING  
4 WEBSITE;

5 (i) DEVELOP OR ADOPT ALREADY EXISTING EDUCATIONAL AND  
6 TRAINING RESOURCES FOR EMPLOYERS AND EMPLOYEES THAT MUST BE  
7 POSTED TO THE PROGRAM WEBSITE AND MUST INCLUDE MATERIALS SUCH  
8 AS GUIDELINE DOCUMENTS, FLYERS, POSTERS, WEBINARS, PANEL  
9 DISCUSSIONS, ONLINE INTERACTIVE MODULES, AND TRAINING MODULES  
10 TAILORED TO SPECIFIC EMPLOYERS OR INDUSTRIES AND MAY INCLUDE  
11 INTERACTIVE CLASSROOM-BASED TRAINING;

12 (j) DEVELOP OR ADOPT ALREADY EXISTING MODEL  
13 RECOVERY-FRIENDLY POLICIES AND PROCEDURES FOR USE BY EMPLOYERS;  
14 AND

15 (k) COMPILER THE INFORMATION TO BE SUBMITTED TO THE CENTER  
16 PURSUANT TO SECTION 23-20-304 (2)(b).

17 **23-20-303. Recovery-friendly workplace program -**  
18 **participants - certified recovery-friendly workplaces - requirements**

19 **- renewal - termination.** (1) AN EMPLOYER SEEKING TO PARTICIPATE IN  
20 THE RECOVERY-FRIENDLY WORKPLACE PROGRAM MAY CHOOSE TO DO SO  
21 AS A PARTICIPANT OR AS A CERTIFIED RECOVERY-FRIENDLY WORKPLACE.

22 (2) (a) TO BECOME A PARTICIPANT IN THE PROGRAM, AN EMPLOYER  
23 MUST:

24 (I) SUBMIT OF A LETTER OF INTENT TO THE PROGRAM IN A FORM  
25 AND MANNER PRESCRIBED BY THE PROGRAM THAT MUST INCLUDE, AT A  
26 MINIMUM, THE NAME AND ADDRESS OF THE EMPLOYER AND, IF THE  
27 EMPLOYER HAS MORE THAN ONE WORKPLACE, THE STREET ADDRESS OF



1 EACH WORKPLACE TO WHICH THE LETTER OF INTENT APPLIES;

2 (II) COMPLETE THE ORIENTATION PROCESS AS REQUIRED BY THE  
3 PROGRAM, INCLUDING COMPLETION OF THE ORIENTATION TRAINING  
4 MODULE;

5 (III) PREPARE A RECOVERY-FRIENDLY WORKPLACE PLEDGE OR  
6 STATEMENT, OR USE A FORM PROVIDED BY THE PROGRAM, THAT IDENTIFIES  
7 THE VALUES OR PRINCIPLES INFORMING THE COMMITMENT AND BRIEFLY  
8 DESCRIBES THE KEY RECOVERY-FRIENDLY WORKPLACE STEPS THE  
9 EMPLOYER MUST COMPLETE AS A PARTICIPANT; AND

10 (IV) NOTIFY ALL EMPLOYEES AND THE MEMBERS OF THE  
11 EMPLOYER'S BOARD OF DIRECTORS, IF ANY, IN WRITING OF THE INTENT TO  
12 BECOME A PARTICIPANT, WHICH THE EMPLOYER MUST SUBMIT TO THE  
13 PROGRAM.

14 (b) UPON SUBMISSION OF THE LETTER OF INTENT, THE PROGRAM  
15 MUST ASSIGN THE EMPLOYER A RECOVERY-FRIENDLY WORKPLACE  
16 ADVISOR.

17 (c) AFTER AN EMPLOYER COMPLETES THE MINIMUM  
18 REQUIREMENTS AS SET FORTH IN SUBSECTION (2)(a) OF THIS SECTION, THE  
19 PROGRAM MUST:

20 (I) LIST THE EMPLOYER AS A PARTICIPANT ON THE PROGRAM  
21 WEBSITE; AND

22 (II) PROVIDE THE EMPLOYER WITH A CERTIFICATE OR OTHER  
23 DOCUMENTATION VERIFYING THE EMPLOYER'S STATUS AS A PARTICIPANT  
24 IN THE RECOVERY-FRIENDLY WORKPLACE PROGRAM, WHICH CERTIFICATE  
25 OR DOCUMENTATION MUST INCLUDE THE DATE OF ISSUANCE, THE  
26 EXPIRATION DATE, AND THE ADDRESS OF EACH WORKPLACE COVERED BY  
27 THE CERTIFICATE. THE CERTIFICATE MUST BE VALID FOR A PERIOD OF AT

1 LEAST ONE YEAR AFTER THE DATE OF ISSUANCE.

2 (3) (a) TO BECOME CERTIFIED AS A RECOVERY-FRIENDLY  
3 WORKPLACE, AN EMPLOYER MUST:

4 (I) COMPLETE ALL STEPS SET FORTH IN SUBSECTION (2)(a) OF THIS  
5 SECTION FOR BECOMING A PARTICIPANT;

6 (II) WITH THE EMPLOYER'S RECOVERY-FRIENDLY WORKPLACE  
7 ADVISOR, COMPLETE A STANDARDIZED ASSESSMENT OF THE EMPLOYER'S  
8 CURRENT POLICIES, PROCEDURES, AND PRACTICES THAT IMPACT CURRENT  
9 AND PROSPECTIVE EMPLOYEES WITH SUBSTANCE USE DISORDERS AND  
10 DETERMINE WHERE IMPROVEMENTS CAN BE MADE; AND

11 (III) WITH THE RECOVERY-FRIENDLY WORKPLACE ADVISOR, SET  
12 TIME-LIMITED GOALS TO MAKE SELECT IMPROVEMENTS IDENTIFIED IN  
13 SUBSECTION (3)(a)(II) OF THIS SECTION, WHICH MUST BE COMPLETED  
14 WITHIN THE ONE-YEAR TERM OF THE CERTIFICATION, UNLESS AN  
15 EXTENSION OF TIME IS GRANTED BY THE PROGRAM.

16 (b) THE PROGRAM SHALL LIST ON THE PROGRAM WEBSITE EACH  
17 EMPLOYER THAT COMPLETES THE MINIMUM REQUIREMENTS AS SET FORTH  
18 IN SUBSECTION (3)(a) OF THIS SECTION AS A CERTIFIED  
19 RECOVERY-FRIENDLY WORKPLACE. IF THE EMPLOYER HAS A LOGO, THE  
20 PROGRAM SHALL INCLUDE THE LOGO IN THE LISTING.

21 (c) UPON COMPLETION OF THE MINIMUM REQUIREMENTS AS SET  
22 FORTH IN SUBSECTION (3)(a) OF THIS SECTION, THE PROGRAM SHALL  
23 PROVIDE AN EMPLOYER WITH A CERTIFICATE OR OTHER DOCUMENTATION  
24 SUITABLE FOR DISPLAY THAT VERIFIES THE EMPLOYER'S STATUS AS A  
25 CERTIFIED RECOVERY-FRIENDLY WORKPLACE. THE CERTIFICATE OR OTHER  
26 DOCUMENTATION MUST INCLUDE THE DATE OF ISSUANCE, THE EXPIRATION  
27 DATE, AND THE ADDRESS OF EACH WORKPLACE COVERED BY THE

1 CERTIFICATE. THE CERTIFICATE MUST BE VALID FOR ONE YEAR AFTER THE  
2 DATE OF ISSUANCE.

3 (4) THE CENTER SHALL RECOGNIZE EACH CERTIFIED  
4 RECOVERY-FRIENDLY WORKPLACE EMPLOYER THROUGH PROGRAM PRESS  
5 RELEASES AND PROGRAM-SPONSORED EVENTS THROUGHOUT THE YEAR.

6 (5) AT LEAST THIRTY DAYS PRIOR TO THE EXPIRATION OF A  
7 CERTIFICATE DESIGNATING AN EMPLOYER AS A PARTICIPANT OR AS A  
8 CERTIFIED RECOVERY-FRIENDLY WORKPLACE, THE EMPLOYER SHALL:

9 (a) MEET WITH THE RECOVERY-FRIENDLY WORKPLACE ADVISOR TO  
10 COMPLETE A REVIEW OF THE EMPLOYER'S RECOVERY-FRIENDLY-RELATED  
11 ACTIVITIES FOR THE PAST YEAR, INCLUDING REVISING WORKPLACE  
12 POLICIES TO BETTER ASSIST EMPLOYEES WITH SUBSTANCE USE DISORDERS,  
13 IMPLEMENTING POLICIES TO ENCOURAGE THE HIRING OF INDIVIDUALS IN  
14 RECOVERY FROM SUBSTANCE USE DISORDERS, DECREASING OR  
15 ELIMINATING BARRIERS FOR EMPLOYEES SEEKING TREATMENT,  
16 ESTABLISHING A RECOVERY-FRIENDLY WORKPLACE TASK FORCE, AND  
17 TAKING STEPS TO REDUCE STIGMA IN THE WORKPLACE;

18 (b) IN CONSULTATION WITH THE RECOVERY-FRIENDLY WORKPLACE  
19 ADVISOR, SET GOALS FOR THE UPCOMING YEAR; AND

20 (c) COMPLETE A WRITTEN OR ELECTRONIC PROGRAM SATISFACTION  
21 SURVEY.

22 (6) AN EMPLOYER MAY CHOOSE TO TERMINATE ITS PARTICIPATION  
23 IN THE PROGRAM IF THE TERMINATION:

24 (a) TAKES EFFECT PRIOR TO THE EXPIRATION OF THE EMPLOYER'S  
25 CURRENT DESIGNATION AND THE EMPLOYER PROVIDES WRITTEN NOTICE  
26 TO THE PROGRAM OF THE INTENT TO TERMINATE PARTICIPATION WITHIN  
27 THIRTY DAYS PRIOR TO THE PROPOSED DATE OF TERMINATION; OR

1 (b) TAKES EFFECT ON THE EXPIRATION OF THE EMPLOYER'S  
2 CURRENT DESIGNATION AND THE EMPLOYER PROVIDES WRITTEN NOTICE  
3 TO THE PROGRAM OF THE EMPLOYER'S INTENT NOT TO RENEW ITS  
4 DESIGNATION AS A PARTICIPANT OR A CERTIFIED RECOVERY-FRIENDLY  
5 WORKPLACE.

6 (7) THE PROGRAM MAY REVOKE OR DECLINE TO RENEW THE  
7 DESIGNATION AS A PARTICIPANT OR CERTIFIED RECOVERY-FRIENDLY  
8 WORKPLACE FOR ANY EMPLOYER THAT:

9 (a) VIOLATES ANY OF THE REQUIREMENTS OF THIS PART 3; OR

10

11 (b) FAILS TO TAKE THE NECESSARY STEPS TO RENEW ITS  
12 PARTICIPATION OR CERTIFICATION WITHIN THE TIME ALLOWED BY THE  
13 PROGRAM.

14 (8) THE PROGRAM SHALL REMOVE ALL PARTICIPANTS AND  
15 CERTIFIED RECOVERY-FRIENDLY WORKPLACES WHOSE DESIGNATION IS  
16 REVOKED OR WHO DO NOT SEEK RENEWAL FROM THE PROGRAM WEBSITE  
17 AND TERMINATE ALL BENEFITS ASSOCIATED WITH SUCH DESIGNATION.

18 (9) THE PROGRAM SHALL BE FLEXIBLE IN GRANTING EXTENSIONS  
19 TO PARTICIPANTS AND CERTIFIED RECOVERY-FRIENDLY WORKPLACES THAT  
20 BEGIN THE PROCESS OF RENEWING THEIR DESIGNATION BUT FAIL TO  
21 COMPLETE THE PROCESS BEFORE THEIR CURRENT DESIGNATION EXPIRES.

22 **23-20-304. Program evaluation and reports.** (1) THE CENTER  
23 MAY CONDUCT AN EVALUATION OF THE EFFECTIVENESS OF THE  
24 RECOVERY-FRIENDLY WORKPLACE PROGRAM AND IDENTIFY WAYS TO  
25 IMPROVE THE PROGRAM. THE CENTER MAY HIRE AN OUTSIDE CONTRACTOR  
26 TO PERFORM THE EVALUATION.

27 (2) (a) BEGINNING ONE YEAR AFTER THE EFFECTIVE DATE OF THIS

1 PART 3, AND ON AN ANNUAL BASIS THEREAFTER, THE PROGRAM SHALL  
2 COLLECT AND AGGREGATE THE SATISFACTION DATA OBTAINED AS THE  
3 RESULT OF THE RENEWAL PROCESS AND SHALL PRESENT SUCH  
4 INFORMATION IN THE FORM OF A REPORT TO THE HOUSE OF  
5 REPRESENTATIVES BUSINESS AFFAIRS AND LABOR COMMITTEE AND THE  
6 SENATE BUSINESS, LABOR, AND TECHNOLOGY COMMITTEE, OR THEIR  
7 SUCCESSOR COMMITTEES, FOR THE PURPOSE OF PROGRAM REVIEW. THE  
8 INFORMATION IN THIS REPORT IS CONFIDENTIAL AND NOT SUBJECT TO THE  
9 "COLORADO OPEN RECORDS ACT", PART 2 OF ARTICLE 72 OF TITLE 24.  
10 NOTWITHSTANDING SECTION 24-1-136 (11)(a)(I), THE REQUIREMENT IN  
11 THIS SECTION TO REPORT TO THE GENERAL ASSEMBLY CONTINUES  
12 INDEFINITELY.

13 (b) ON AN ANNUAL BASIS, THE PROGRAM SHALL COLLECT AND  
14 AGGREGATE DATA REGARDING THE FOLLOWING AND SHALL SUBMIT SUCH  
15 DATA TO THE CENTER:

16 (I) THE NUMBER OF EMPLOYERS DESIGNATED AS PARTICIPANTS IN  
17 THE RECOVERY-FRIENDLY WORKPLACE PROGRAM, INCLUDING  
18 INFORMATION REGARDING THE TYPES OF INDUSTRIES REPRESENTED AND  
19 NUMBER OF EMPLOYEES, IF AVAILABLE;

20 (II) THE NUMBER OF EMPLOYERS DESIGNATED AS CERTIFIED  
21 RECOVERY-FRIENDLY WORKPLACES, INCLUDING INFORMATION REGARDING  
22 THE TYPES OF INDUSTRIES REPRESENTED AND NUMBER OF EMPLOYEES, IF  
23 AVAILABLE;

24 (III) THE NUMBER OF PARTICIPANTS DESIGNATED AS CERTIFIED  
25 RECOVERY-FRIENDLY WORKPLACES;

26 (IV) THE NUMBER OF ONLINE AND IN-PERSON TRAININGS  
27 CONDUCTED BY THE PROGRAM, NOT INCLUDING THE ORIENTATION

1 TRAINING, INCLUDING THE TOPICS, NUMBER OF ATTENDEES, INDUSTRIES  
2 REPRESENTED, AND WHETHER SUCH TRAININGS WERE CONDUCTED AT THE  
3 REQUEST OF ONE OR MORE EMPLOYERS; AND

4 (V) ANY OTHER INFORMATION REQUIRED BY THE CENTER.

5 **SECTION 2. In Colorado Revised Statutes, 23-18-308, add**  
6 **(1)(m) as follows:**

7 **23-18-308. Fee-for-service contracts - grants to local district**  
8 **colleges - limited purpose - repeal. (1) Subject to available**  
9 **appropriations, the department shall enter into fee-for-service contracts**  
10 **for the following purposes:**

11 **(m) THE RECOVERY-FRIENDLY WORKPLACE PROGRAM CREATED IN**  
12 **PART 3 OF ARTICLE 20 OF THIS TITLE 23.**

13 **SECTION 3. In Colorado Revised Statutes, add 22-1-144 as**  
14 **follows:**

15 **22-1-144. Recovery school grant program - created - eligibility**  
16 **- reporting - definitions - rules - repeal. (1) AS USED IN THIS SECTION,**  
17 **UNLESS THE CONTEXT OTHERWISE REQUIRES:**

18 **(a) "DEPARTMENT" MEANS THE DEPARTMENT OF EDUCATION.**

19 **(b) "GRANT PROGRAM" MEANS THE RECOVERY SCHOOL GRANT**  
20 **PROGRAM CREATED IN SUBSECTION (2) OF THIS SECTION.**

21 **(c) "RECOVERY SCHOOL" MEANS A SCHOOL THAT:**

22 **(I) EDUCATES AND SUPPORTS STUDENTS IN RECOVERY FROM**  
23 **SUBSTANCE USE OR CO-OCCURRING DISORDERS, INCLUDING SELF-HARM**  
24 **AND DISORDERED EATING;**

25 **(II) INTENDS THAT ALL STUDENTS ENROLLED ARE WORKING IN AN**  
26 **ACTIVE AND ABSTINENCE-FOCUSED PROGRAM OF RECOVERY AS**  
27 **DETERMINED BY THE STUDENT AND THE SCHOOL; AND**

1           (III) PROVIDES SUPPORT FOR FAMILIES LEARNING HOW TO LIVE  
2 WITH, AND PROVIDE SUPPORT FOR, THEIR TEENS WHO ARE ENTERING INTO  
3 THE RECOVERY LIFESTYLE.

4           (2) (a) THE RECOVERY SCHOOL GRANT PROGRAM IS CREATED  
5 WITHIN THE DEPARTMENT. THE PURPOSE OF THE GRANT PROGRAM IS TO  
6 PROVIDE GRANTS TO RECOVERY SCHOOLS FOR EXPENSES RELATED TO  
7 ASSISTING STUDENTS WHO ARE LIVING A LIFE OF SOBRIETY.

8           (b) GRANT RECIPIENTS MAY USE THE MONEY RECEIVED THROUGH  
9 THE GRANT PROGRAM FOR EXPENSES RELATED TO ASSISTING STUDENTS  
10 WHO ARE LIVING A LIFE OF SOBRIETY.

11           (c) SUBJECT TO AVAILABLE APPROPRIATIONS, THE DEPARTMENT  
12 SHALL ADMINISTER THE GRANT PROGRAM AND SHALL AWARD GRANTS AS  
13 PROVIDED IN THIS SECTION. GRANTS MUST BE PAID OUT OF MONEY  
14 APPROPRIATED FOR THE GRANT PROGRAM AS PROVIDED IN SUBSECTION (5)  
15 OF THIS SECTION.

16           (d) THE DEPARTMENT SHALL IMPLEMENT THE GRANT PROGRAM IN  
17 ACCORDANCE WITH THIS SECTION. THE EXECUTIVE DIRECTOR OF THE  
18 DEPARTMENT MAY PROMULGATE THE RULES REQUIRED IN THIS SECTION  
19 AND ANY ADDITIONAL RULES NECESSARY TO IMPLEMENT THE GRANT  
20 PROGRAM.

21           (3) (a) TO RECEIVE A GRANT, A RECOVERY SCHOOL MUST SUBMIT  
22 AN APPLICATION TO THE DEPARTMENT IN ACCORDANCE WITH RULES  
23 PROMULGATED BY THE EXECUTIVE DIRECTOR OF THE DEPARTMENT.

24           (b) THE DEPARTMENT SHALL REVIEW THE APPLICATIONS RECEIVED  
25 PURSUANT TO THIS SECTION.

26           (c) ON OR BEFORE JANUARY 1, 2025, THE DEPARTMENT SHALL  
27 AWARD GRANTS AS PROVIDED IN THIS SECTION. THE DEPARTMENT SHALL

1 DISTRIBUTE THE GRANT MONEY WITHIN FOURTEEN DAYS AFTER AWARDING  
2 THE GRANTS.

3 (4) ON OR BEFORE JULY 1, 2025, EACH RECOVERY SCHOOL THAT  
4 RECEIVES A GRANT THROUGH THE GRANT PROGRAM SHALL SUBMIT A  
5 REPORT TO THE DEPARTMENT DETAILING HOW THE RECOVERY SCHOOL  
6 USED THE GRANT MONEY.

7 (5) FOR THE 2024-25 STATE FISCAL YEAR, THE GENERAL  
8 ASSEMBLY SHALL APPROPRIATE FIFTY THOUSAND DOLLARS FROM THE  
9 GENERAL FUND TO THE DEPARTMENT TO IMPLEMENT THE GRANT  
10 PROGRAM.

11 (6) THIS SECTION IS REPEALED, EFFECTIVE SEPTEMBER 1, 2026.

12 **SECTION 4.** In Colorado Revised Statutes, 22-54-103, **add**  
13 (10)(i) as follows:

14 **22-54-103. Definitions.** As used in this article 54, unless the  
15 context otherwise requires:

16 (10) (i) (I) FOR THE 2024-25 BUDGET YEAR AND EACH BUDGET  
17 YEAR THEREAFTER, A DISTRICT MAY INCLUDE IN ITS PUPIL ENROLLMENT  
18 PUPILS WHO WERE ENROLLED IN THE DISTRICT PRIOR TO THE PUPIL  
19 ENROLLMENT COUNT DAY AND THEN TRANSFERRED OUT OF THE DISTRICT  
20 PRIOR TO THE PUPIL ENROLLMENT COUNT DAY FOR THE PURPOSE OF  
21 ATTENDING A RECOVERY HIGH SCHOOL.

22 (II) AS USED IN THIS SUBSECTION (10)(i), "RECOVERY HIGH  
23 SCHOOL" MEANS A SCHOOL THAT:

24 (A) EDUCATES AND SUPPORTS STUDENTS IN RECOVERY FROM  
25 SUBSTANCE USE OR CO-OCCURRING DISORDERS, INCLUDING SELF-HARM  
26 AND DISORDERED EATING;

27 (B) INTENDS THAT ALL STUDENTS ENROLLED ARE WORKING IN AN



1 ACTIVE AND ABSTINENCE-FOCUSED PROGRAM OF RECOVERY AS  
2 DETERMINED BY THE STUDENT AND THE SCHOOL;

3 (C) PROVIDES SUPPORT FOR FAMILIES LEARNING HOW TO LIVE  
4 WITH, AND PROVIDE SUPPORT FOR, THEIR TEENS WHO ARE ENTERING INTO  
5 THE RECOVERY LIFESTYLE; AND

6 (D) MEETS STATE REQUIREMENTS FOR AWARDING A HIGH SCHOOL  
7 DIPLOMA.

8 **SECTION 5.** In Colorado Revised Statutes, 27-80-126, **amend**  
9 (3)(b) as follows:

10 **27-80-126. Recovery support services grant program -**  
11 **creation - eligibility - reporting requirements - appropriation - rules**  
12 **- definitions.** (3) A recovery community organization that receives a  
13 grant from the grant program may use the money to:

14 (b) Provide guidance to individuals with a substance use disorder  
15 or co-occurring substance use and mental health disorder and their family  
16 members on THE MANY PATHWAYS FOR RECOVERY, navigating treatment,  
17 social ~~service~~ SERVICES, and recovery support systems;

18 **SECTION 6.** In Colorado Revised Statutes, 27-80-129, **amend**  
19 **(1)(b)(I) introductory portion, (3), and (4) as follows:**

20 **27-80-129. Regulation of recovery residences - rules -**  
21 **definitions.** (1) As used in this section:

22 (b) (I) **"Recovery residence" "sober living facility", or "sober**  
23 **home"** means any premises, place, facility, or building that provides  
24 **housing accommodation for individuals with a primary diagnosis of a**  
25 **substance use disorder that:**

26 (3) (a) **Effective January 1, 2020, A person shall not operate a**  
27 **facility using the term recovery residence "sober living facility", "sober**

1 home"; or a substantially similar term FACILITY, and a licensed, registered,  
2 or certified health-care provider; A MANAGED CARE ENTITY, AS DEFINED  
3 IN SECTION 25.5-5-802 (5); A MANAGED CARE ORGANIZATION, AS DEFINED  
4 IN SECTION 25.5-5-403 (5); or a licensed health facility shall not refer an  
5 individual in need of recovery support services to a facility RECOVERY  
6 RESIDENCE, unless the facility RESIDENCE:

7 (a) (I) Is certified by a certifying body as specified in subsection  
8 (4) of this section;

9 (b) (II) Is chartered by Oxford House or its successor  
10 organization; OR

11 (c) (III) Has been operating as a recovery residence in Colorado  
12 for thirty or more years as of May 23, 2019. or

13 (d) Is a community-based organization that provides reentry  
14 services as described in section 17-33-101 (7).

15 (b) IF A PERSON IS OPERATING A RECOVERY RESIDENCE OR A  
16 SUBSTANTIALLY SIMILAR FACILITY IN VIOLATION OF SUBSECTION (3)(a) OF  
17 THIS SECTION, THE BEHAVIORAL HEALTH ADMINISTRATION SHALL SEND  
18 THE FACILITY A CEASE-AND-DESIST LETTER.

19 (4) The behavioral health administration in the department of  
20 human services shall, by rule, determine the requirements for a certifying  
21 body seeking approval for purposes of subsection (3)(a) (3)(a)(I) of this  
22 section, which rules must include a requirement that a certifying body  
23 include a representative from the behavioral health administration on its  
24 board.

25 **SECTION 7.** In Colorado Revised Statutes, 30-28-115, **add**  
26 **(2)(b.7) as follows:**

27 **30-28-115. Public welfare to be promoted - legislative**

1 **declaration - construction.** (2) (b.7) THE GENERAL ASSEMBLY FINDS  
2 AND DECLARES THAT IT IS THE POLICY OF THE STATE TO ENCOURAGE,  
3 PROMOTE, AND ASSIST PERSONS WHO ARE IN RECOVERY FROM SUBSTANCE  
4 USE DISORDERS TO LIVE IN RESIDENTIAL NEIGHBORHOODS. FURTHER, THE  
5 GENERAL ASSEMBLY DECLARES THAT THE USE OF RECOVERY RESIDENCES,  
6      AS DEFINED IN SECTION 27-80-129 (1)(b), BY PERSONS IN RECOVERY  
7 FROM SUBSTANCE USE DISORDERS IS A MATTER OF STATEWIDE CONCERN  
8 AND THAT RECOVERY RESIDENCES ARE A RESIDENTIAL USE OF PROPERTY  
9 FOR ZONING PURPOSES AND SUBJECT ONLY TO THE REGULATIONS OF LIKE  
10 DWELLINGS IN THE SAME ZONE.

11 **SECTION 8.** In Colorado Revised Statutes, 31-23-303, add  
12 (2)(b.7) as follows:

13 **31-23-303. Legislative declaration.** (2) (b.7) THE GENERAL  
14 ASSEMBLY FINDS AND DECLARES THAT IT IS THE POLICY OF THE STATE TO  
15 ENCOURAGE, PROMOTE, AND ASSIST PERSONS WHO ARE IN RECOVERY  
16 FROM SUBSTANCE USE DISORDERS TO LIVE IN RESIDENTIAL  
17 NEIGHBORHOODS. FURTHER, THE GENERAL ASSEMBLY DECLARES THAT  
18 THE USE OF RECOVERY RESIDENCES, AS DEFINED IN SECTION 27-80-129  
19 (1)(b), BY PERSONS IN RECOVERY FROM SUBSTANCE USE DISORDERS IS A  
20 MATTER OF STATEWIDE CONCERN AND THAT RECOVERY RESIDENCES ARE  
21 A RESIDENTIAL USE OF PROPERTY FOR ZONING PURPOSES AND SUBJECT  
22 ONLY TO THE REGULATIONS OF LIKE DWELLINGS IN THE SAME ZONE.

23

24 **SECTION 9.** In Colorado Revised Statutes, add 44-3-108 as  
25 follows:

26 **44-3-108. Substance use disorders - recovery - retail liquor**  
27 **sales - stakeholder group - rules - repeal.** (1) NO LATER THAN JULY 1,

1 2025, IN ORDER TO ASSIST INDIVIDUALS WHO ARE RECOVERING FROM  
2 SUBSTANCE USE DISORDERS, THE LIQUOR ENFORCEMENT DIVISION SHALL  
3 ADOPT RULES RELATED TO THE LOCATION OF ALCOHOL BEVERAGE  
4 DISPLAYS.

5 (2) THE LIQUOR ENFORCEMENT DIVISION SHALL CONVENE A  
6 STAKEHOLDER GROUP OF THE FOLLOWING MEMBERS TO DEVELOP THE  
7 RULES REQUIRED IN SUBSECTION (1) OF THIS SECTION:

8 (a) FOUR INDIVIDUALS REPRESENTING RECOVERY PROVIDERS, OF  
9 WHOM TWO INDIVIDUALS MUST REPRESENT A RECOVERY PROVIDER IN A  
10 RURAL OR FRONTIER AREA AND TWO INDIVIDUALS MUST REPRESENT A  
11 RECOVERY PROVIDER IN A METRO OR URBAN AREA;

12 (b) TWO INDIVIDUALS REPRESENTING A RECOVERY RESIDENCE, AS  
13 DEFINED IN SECTION 27-80-129 (1)(b);

14 (c) THREE INDIVIDUALS, EACH REPRESENTING A CONVENIENCE  
15 STORE LICENSED UNDER THIS ARTICLE 3 OR ARTICLE 4 OF THIS TITLE 44 TO  
16 SELL ALCOHOL BEVERAGES; AND

17 (d) THREE INDIVIDUALS, EACH REPRESENTING A GROCERY STORE  
18 LICENSED UNDER THIS ARTICLE 3 OR ARTICLE 4 OF THIS TITLE 44 TO SELL  
19 ALCOHOL BEVERAGES.

20 (3) THE LIQUOR ENFORCEMENT DIVISION SHALL PROVIDE NOTICE  
21 OF STAKEHOLDER MEETINGS ON ITS WEBSITE AND HOLD STAKEHOLDER  
22 MEETINGS OPEN TO THE PUBLIC.

23 (4) THIS SECTION IS REPEALED, EFFECTIVE SEPTEMBER 1, 2026.

24 **SECTION 10. Appropriation.** (1) For the 2024-25 state fiscal  
25 year, \$144,321 is appropriated to the department of education. This  
26 appropriation is from the general fund. To implement this act, the  
27 department may use this appropriation as follows:

1           (a) \$19,010 for use by management and administration for grants  
2           administration, which amount is based on an assumption that the division  
3           will require an additional 0.2 FTE;

4           (b) \$56,300 for use by management and administration for  
5           information technology services; and

6           (c) \$69,011 for use by student pathways for the substance use  
7           disorders recovery grant pilot program, which amount is based on an  
8           assumption that the division will require an additional 0.2 FTE.

9           (2) For the 2024-25 state fiscal year, \$303,752 is appropriated to  
10          the department of higher education. This appropriation is from the general  
11          fund. To implement this act, the department may use this appropriation  
12          for the college opportunity fund program to be used for limited purpose  
13          fee-for-service contracts with state institutions.

14          (3) For the 2024-25 state fiscal year, \$303,752 is appropriated to  
15          the department of higher education. This appropriation is from  
16          reappropriated funds received from the limited purpose fee-for-service  
17          contracts with state institutions under subsection (2) of this section, and  
18          is based on an assumption that the department will require an additional  
19          1.3 FTE. To implement this act, the department may use this  
20          appropriation for the regents of the university of Colorado for allocation  
21          to the school of public health.

22          (4) For the 2024-25 state fiscal year, \$37,980 is appropriated to  
23          the department of revenue for use by the liquor and tobacco enforcement  
24          division. This appropriation is from the liquor enforcement division and  
25          state licensing authority cash fund created in 44-6-101, C.R.S. To  
26          implement this act, the division may use this appropriation as follows:

27          (a) \$30,798 for personal services, which amount is based on an

1 assumption that the division will require an additional 0.4 FTE; and

2 (b) \$7,182 for operating expenses.

3 **SECTION 11. Act subject to petition - effective date.** This act  
4 takes effect at 12:01 a.m. on the day following the expiration of the  
5 ninety-day period after final adjournment of the general assembly; except  
6 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
7 of the state constitution against this act or an item, section, or part of this  
8 act within such period, then the act, item, section, or part will not take  
9 effect unless approved by the people at the general election to be held in  
10 November 2024 and, in such case, will take effect on the date of the  
11 official declaration of the vote thereon by the governor.