

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

PREAMENDED

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

LLS NO. 24-0316.01 Yelana Love x2295

SENATE BILL 24-048

SENATE SPONSORSHIP

Priola, Jaquez Lewis

HOUSE SPONSORSHIP

deGruy Kennedy and Lynch, Epps

Senate Committees

Business, Labor, & Technology
Appropriations

House Committees

A BILL FOR AN ACT

101 **CONCERNING RECOVERY FROM SUBSTANCE USE DISORDERS.**

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.

Section 3 allows a recovery community organization that receives a grant through the recovery support services grant program to use the

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.

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.

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.

21 (4) "EMPLOYER" MEANS ANY PUBLIC OR PRIVATE PERSON OR
22 ENTITY THAT HAS ONE OR MORE EMPLOYEES WHO ARE RESIDENTS OF THE

1 STATE AND WHO ARE COVERED BY THE "WORKERS' COMPENSATION ACT
2 OF COLORADO", ARTICLES 40 TO 47 OF ___ TITLE 8, OR THAT CONDUCTS
3 BUSINESS IN OR WITHIN THE STATE. "EMPLOYER" INCLUDES THE STATE
4 AND ANY DEPARTMENT, AGENCY, OR INSTRUMENTALITY OF THE STATE;
5 ANY COUNTY; ANY MUNICIPAL CORPORATION; AND ANY EMPLOYER THAT
6 IS SELF-INSURED. A SINGLE EMPLOYER MAY HAVE MULTIPLE WORKPLACES.

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

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

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

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

27 (9) "RECOVERY-FRIENDLY WORKPLACE PROGRAM" OR "PROGRAM"

1 MEANS THE PROGRAM ESTABLISHED IN SECTION 23-20-302.

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

9 (11) "RECOVERY SUPPORT SERVICES" MEANS NONCLINICAL
10 SERVICES THAT ASSIST INDIVIDUALS IN ACHIEVING OR SUSTAINING
11 RECOVERY FROM A SUBSTANCE USE DISORDER AND MAY INCLUDE
12 MENTORSHIP, RECOVERY COACHING, INFORMATION SHARING, RECOVERY
13 PLANNING, AND LINKAGE TO SERVICES OR OTHER RESOURCES.

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

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

1 **23-20-302. Recovery-friendly workplace program - creation**

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

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

10 (a) DEVELOP OR ADOPT A PROCESS THROUGH WHICH EMPLOYERS
11 MAY APPLY TO BECOME RECOVERY-FRIENDLY WORKPLACE PARTICIPANTS
12 OR CERTIFIED AS RECOVERY-FRIENDLY AS SET FORTH IN SECTION
13 23-20-303;

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

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

1 LEADERS;

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

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

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

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

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

25 (III) PROVIDE ONGOING ASSISTANCE TO EMPLOYERS BY:

26 (A) WORKING WITH EMPLOYERS TO REVIEW THE EMPLOYERS'
27 POLICIES AND PROCEDURES AND PROVIDING SUGGESTIONS TO MAKE SUCH

1 POLICIES AND PROCEDURES MORE RECOVERY-FRIENDLY;

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

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

18 (IV) ASSIST EMPLOYERS IN RENEWING THEIR STATUS AS A
19 PARTICIPANT OR CERTIFIED RECOVERY-FRIENDLY WORKPLACE THROUGH
20 THE COMPLETION OF AN ANNUAL REVIEW AS SET FORTH IN SECTION
21 23-20-303 (5);

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

1 (h) DEVELOP A RECOVERY-FRIENDLY WORKPLACE PROGRAM
2 WEBSITE THAT PROVIDES RESOURCES AND INFORMATION ON SUBSTANCE
3 USE IN THE WORKPLACE TO EMPLOYERS, EMPLOYEES, AND THE GENERAL
4 PUBLIC OR INCORPORATE SUCH INFORMATION INTO THE CENTER'S EXISTING
5 WEBSITE;

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

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

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

18 **23-20-303. Recovery-friendly workplace program -**
19 **participants - certified recovery-friendly workplaces - requirements**
20 **- renewal - termination.** (1) AN EMPLOYER SEEKING TO PARTICIPATE IN
21 THE RECOVERY-FRIENDLY WORKPLACE PROGRAM MAY CHOOSE TO DO SO
22 AS A PARTICIPANT OR AS A CERTIFIED RECOVERY-FRIENDLY WORKPLACE.

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

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

1 EMPLOYER HAS MORE THAN ONE WORKPLACE, THE STREET ADDRESS OF
2 EACH WORKPLACE TO WHICH THE LETTER OF INTENT APPLIES;

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

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

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

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

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

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

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

1 THE CERTIFICATE. THE CERTIFICATE MUST BE VALID FOR A PERIOD OF AT
2 LEAST ONE YEAR AFTER THE DATE OF ISSUANCE.

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

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

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

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

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

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

1 DATE, AND THE ADDRESS OF EACH WORKPLACE COVERED BY THE
2 CERTIFICATE. THE CERTIFICATE MUST BE VALID FOR ONE YEAR AFTER THE
3 DATE OF ISSUANCE.

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

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

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

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

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

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

25 (a) TAKES EFFECT PRIOR TO THE EXPIRATION OF THE EMPLOYER'S
26 CURRENT DESIGNATION AND THE EMPLOYER PROVIDES WRITTEN NOTICE
27 TO THE PROGRAM OF THE INTENT TO TERMINATE PARTICIPATION WITHIN

1 THIRTY DAYS PRIOR TO THE PROPOSED DATE OF TERMINATION; OR

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

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

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

11

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

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

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

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

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

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

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

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

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

27 (IV) THE NUMBER OF ONLINE AND IN-PERSON TRAININGS

1 CONDUCTED BY THE PROGRAM, NOT INCLUDING THE ORIENTATION
2 TRAINING, INCLUDING THE TOPICS, NUMBER OF ATTENDEES, INDUSTRIES
3 REPRESENTED, AND WHETHER SUCH TRAININGS WERE CONDUCTED AT THE
4 REQUEST OF ONE OR MORE EMPLOYERS; AND

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

6 **SECTION 2. In Colorado Revised Statutes, add 22-1-144 as**
7 **follows:**

8 **22-1-144. Recovery school grant program - created - eligibility**
9 **- reporting - definitions - rules - repeal. (1) AS USED IN THIS SECTION,**

10 **UNLESS THE CONTEXT OTHERWISE REQUIRES:**

11 (a) "DEPARTMENT" MEANS THE DEPARTMENT OF EDUCATION.

12 (b) "GRANT PROGRAM" MEANS THE RECOVERY SCHOOL GRANT
13 PROGRAM CREATED IN SUBSECTION (2) OF THIS SECTION.

14 (c) "RECOVERY SCHOOL" MEANS A SCHOOL THAT:

15 (I) EDUCATES AND SUPPORTS STUDENTS IN RECOVERY FROM
16 SUBSTANCE USE OR CO-OCCURRING DISORDERS, INCLUDING SELF-HARM
17 AND DISORDERED EATING;

18 (II) INTENDS THAT ALL STUDENTS ENROLLED ARE WORKING IN AN
19 ACTIVE AND ABSTINENCE-FOCUSED PROGRAM OF RECOVERY AS
20 DETERMINED BY THE STUDENT AND THE SCHOOL; AND

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

24 (2) (a) THE RECOVERY SCHOOL GRANT PROGRAM IS CREATED
25 WITHIN THE DEPARTMENT. THE PURPOSE OF THE GRANT PROGRAM IS TO
26 PROVIDE GRANTS TO RECOVERY SCHOOLS FOR EXPENSES RELATED TO
27 ASSISTING STUDENTS WHO ARE LIVING A LIFE OF SOBRIETY.

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

4 (c) SUBJECT TO AVAILABLE APPROPRIATIONS, THE DEPARTMENT
5 SHALL ADMINISTER THE GRANT PROGRAM AND SHALL AWARD GRANTS AS
6 PROVIDED IN THIS SECTION. GRANTS MUST BE PAID OUT OF MONEY
7 APPROPRIATED FOR THE GRANT PROGRAM AS PROVIDED IN SUBSECTION (5)
8 OF THIS SECTION.

9 (d) THE DEPARTMENT SHALL IMPLEMENT THE GRANT PROGRAM IN
10 ACCORDANCE WITH THIS SECTION. THE EXECUTIVE DIRECTOR OF THE
11 DEPARTMENT MAY PROMULGATE THE RULES REQUIRED IN THIS SECTION
12 AND ANY ADDITIONAL RULES NECESSARY TO IMPLEMENT THE GRANT
13 PROGRAM.

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

17 (b) THE DEPARTMENT SHALL REVIEW THE APPLICATIONS RECEIVED
18 PURSUANT TO THIS SECTION.

19 (c) ON OR BEFORE JANUARY 1, 2025, THE DEPARTMENT SHALL
20 AWARD GRANTS AS PROVIDED IN THIS SECTION. THE DEPARTMENT SHALL
21 DISTRIBUTE THE GRANT MONEY WITHIN FOURTEEN DAYS AFTER AWARDING
22 THE GRANTS.

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

27 (5) FOR THE 2024-25 STATE FISCAL YEAR, THE GENERAL

1 ASSEMBLY SHALL APPROPRIATE TWO HUNDRED FIFTY THOUSAND DOLLARS
2 FROM THE GENERAL FUND TO THE DEPARTMENT TO IMPLEMENT THE GRANT
3 PROGRAM.

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

5 **SECTION 3.** In Colorado Revised Statutes, 22-54-103, **add**
6 (10)(i) as follows:

7 **22-54-103. Definitions.** As used in this article 54, unless the
8 context otherwise requires:

9 (10) (i) (I) FOR THE 2024-25 BUDGET YEAR AND EACH BUDGET
10 YEAR THEREAFTER, A DISTRICT MAY INCLUDE IN ITS PUPIL ENROLLMENT
11 PUPILS WHO WERE ENROLLED IN THE DISTRICT PRIOR TO THE PUPIL
12 ENROLLMENT COUNT DAY AND THEN TRANSFERRED OUT OF THE DISTRICT
13 PRIOR TO THE PUPIL ENROLLMENT COUNT DAY FOR THE PURPOSE OF
14 ATTENDING A RECOVERY HIGH SCHOOL.

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

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

20 (B) INTENDS THAT ALL STUDENTS ENROLLED ARE WORKING IN AN
21 ACTIVE AND ABSTINENCE-FOCUSED PROGRAM OF RECOVERY AS
22 DETERMINED BY THE STUDENT AND THE SCHOOL;

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

26 (D) MEETS STATE REQUIREMENTS FOR AWARDDING A HIGH SCHOOL
27 DIPLOMA.

1 **SECTION 4.** In Colorado Revised Statutes, 27-80-126, **amend**
2 (3)(b) as follows:

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

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

11 **SECTION 5.** In Colorado Revised Statutes, 27-80-129, **amend**
12 **(1)(b)(I) introductory portion, (3), and (4) as follows:**

13 **27-80-129. Regulation of recovery residences - rules -**
14 **definitions.** (1) As used in this section:

15 (b) (I) "Recovery residence" "sober living facility", or "sober
16 home" means any premises, place, facility, or building that provides
17 housing accommodation for individuals with a primary diagnosis of a
18 substance use disorder that:

19 (3) (a) Effective January 1, 2020, A person shall not operate a
20 facility using the term recovery residence "sober living facility", "sober
21 home"; or a substantially similar term FACILITY, and a licensed, registered,
22 or certified health-care provider; A MANAGED CARE ENTITY, AS DEFINED
23 IN SECTION 25.5-5-802 (5); A MANAGED CARE ORGANIZATION, AS DEFINED
24 IN SECTION 25.5-5-403 (5); or a licensed health facility shall not refer an
25 individual in need of recovery support services to a facility RECOVERY
26 RESIDENCE, unless the facility RESIDENCE:

27 (a) (I) Is certified by a certifying body as specified in subsection

1 (4) of this section;

2 (b) (II) Is chartered by Oxford House or its successor
3 organization; OR

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

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

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

12 (4) The behavioral health administration in the department of
13 human services shall, by rule, determine the requirements for a certifying
14 body seeking approval for purposes of subsection (3)(a) (3)(a)(I) of this
15 section, which rules must include a requirement that a certifying body
16 include a representative from the behavioral health administration on its
17 board.

18 **SECTION 6.** In Colorado Revised Statutes, 30-28-115, **add**
19 **(2)(b.7)** as follows:

20 **30-28-115. Public welfare to be promoted - legislative**
21 **declaration - construction.** (2) (b.7) THE GENERAL ASSEMBLY FINDS
22 AND DECLARES THAT IT IS THE POLICY OF THE STATE TO ENCOURAGE,
23 PROMOTE, AND ASSIST PERSONS WHO ARE IN RECOVERY FROM SUBSTANCE
24 USE DISORDERS TO LIVE IN RESIDENTIAL NEIGHBORHOODS. FURTHER, THE
25 GENERAL ASSEMBLY DECLARES THAT THE USE OF RECOVERY RESIDENCES,
26 AS DEFINED IN SECTION 27-80-129 (1)(b), BY PERSONS IN RECOVERY
27 FROM SUBSTANCE USE DISORDERS IS A MATTER OF STATEWIDE CONCERN

1 AND THAT RECOVERY RESIDENCES ARE A RESIDENTIAL USE OF PROPERTY
2 FOR ZONING PURPOSES AND SUBJECT ONLY TO THE REGULATIONS OF LIKE
3 DWELLINGS IN THE SAME ZONE.

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

6 **31-23-303. Legislative declaration. (2) (b.7)** THE GENERAL
7 ASSEMBLY FINDS AND DECLARES THAT IT IS THE POLICY OF THE STATE TO
8 ENCOURAGE, PROMOTE, AND ASSIST PERSONS WHO ARE IN RECOVERY
9 FROM SUBSTANCE USE DISORDERS TO LIVE IN RESIDENTIAL
10 NEIGHBORHOODS. FURTHER, THE GENERAL ASSEMBLY DECLARES THAT
11 THE USE OF RECOVERY RESIDENCES, AS DEFINED IN SECTION 27-80-129
12 (1)(b), BY PERSONS IN RECOVERY FROM SUBSTANCE USE DISORDERS IS A
13 MATTER OF STATEWIDE CONCERN AND THAT RECOVERY RESIDENCES ARE
14 A RESIDENTIAL USE OF PROPERTY FOR ZONING PURPOSES AND SUBJECT
15 ONLY TO THE REGULATIONS OF LIKE DWELLINGS IN THE SAME ZONE.

16 =====

17 **SECTION 8.** In Colorado Revised Statutes, **add** 44-3-108 as
18 **follows:**

19 **44-3-108. Substance use disorders - recovery - retail liquor**
20 **sales - stakeholder group - rules - repeal. (1)** NO LATER THAN JULY 1,
21 2025, IN ORDER TO ASSIST INDIVIDUALS WHO ARE RECOVERING FROM
22 SUBSTANCE USE DISORDERS, THE LIQUOR ENFORCEMENT DIVISION SHALL
23 ADOPT RULES RELATED TO THE LOCATION OF ALCOHOL BEVERAGE
24 DISPLAYS.

25 **(2)** THE LIQUOR ENFORCEMENT DIVISION SHALL CONVENE A
26 STAKEHOLDER GROUP OF THE FOLLOWING MEMBERS TO DEVELOP THE
27 RULES REQUIRED IN SUBSECTION (1) OF THIS SECTION:

1 (a) FOUR INDIVIDUALS REPRESENTING RECOVERY PROVIDERS, OF
2 WHOM TWO INDIVIDUALS MUST REPRESENT A RECOVERY PROVIDER IN A
3 RURAL OR FRONTIER AREA AND TWO INDIVIDUALS MUST REPRESENT A
4 RECOVERY PROVIDER IN A METRO OR URBAN AREA;

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

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

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

13 (3) THE LIQUOR ENFORCEMENT DIVISION SHALL PROVIDE NOTICE
14 OF STAKEHOLDER MEETINGS ON ITS WEBSITE AND HOLD STAKEHOLDER
15 MEETINGS OPEN TO THE PUBLIC.

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

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