



Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

Revised Fiscal Note

(replaces fiscal note dated May 4, 2024)

Drafting Number:	LLS 24-1189	Date:	May 6, 2024
Prime Sponsors:	Sen. Rodriguez; Sullivan Rep. Woodrow; Titone	Bill Status:	House State Affairs
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Bill Topic: PUBLIC EMPLOYEES' WORKPLACE PROTECTIONS

Summary of Fiscal Impact:	<input type="checkbox"/> State Revenue	<input type="checkbox"/> State Transfer	<input type="checkbox"/> Local Government
	<input checked="" type="checkbox"/> State Expenditure	<input type="checkbox"/> TABOR Refund	<input type="checkbox"/> Statutory Public Entity

The bill clarifies definitions in the Protection for Public Workers Act. It minimally increases state workload in FY 2024-25.

Appropriation Summary: No appropriation is required.

Fiscal Note Status: The revised fiscal note reflects the reengrossed bill. It has been updated to reflect new information.

Summary of Legislation

The bill clarifies definitions in the Protection for Public Workers Act, which was adopted in [Senate Bill 23-111](#). It clarifies that protected, concerted activity for the purpose of mutual aid or protection does not include the right or obligation to recognize or negotiate a collective bargaining agreement, and does not include activities of confidential or managerial public employees. In addition, the bill modifies the applicability of a public employer's authority to limit the rights of public employees in certain circumstances.

State Expenditures

The bill increases workload in FY 2024-25 for the Department of Labor and Employment (CDLE) to make changes to rules and published guidance on the Protection for Public Workers Act. This increase in workload can be accomplished within existing resources.

Departmental Difference

The CDLE estimates it requires 0.4 FTE in FY 2024-25 only at a cost of about \$50,000 General Fund to perform rulemaking and update published guidance to implement the bill. The fiscal note does not include these costs because the fiscal note for SB 23-111 included ongoing resources which can be used to address the bill's clarifications.

Effective Date

The bill takes effect 90 days following adjournment of the General Assembly sine die, assuming no referendum petition is filed.

State and Local Government Contact

Judicial
Personnel

Labor

Law

The revenue and expenditure impacts in this fiscal note represent changes from current law under the bill for each fiscal year. For additional information about fiscal notes, please visit the [General Assembly website](#).