



Colorado Legislature
200 E Colfax Avenue
Denver, CO 80203

May 4, 2022

Re: Support SB22-161 Wage Theft Employee Misclassification Enforcement

Dear House Business Affairs & Labor Committee:

Good Business Colorado (GBC) is a statewide grassroots organization of over 430 business owner members in 31 counties across the state. Our values-driven members work together to advocate for a prosperous economy, equitable communities, and a sustainable environment. On behalf of our membership, I urge you to please vote yes on SB22-161 to give teeth to Colorado's existing wage theft law.

Although wage theft is against the law in our state, enforcement is still insufficient. It is far too easy for bad actors to dodge their responsibility to pay wages owed to employees, deliberately exploiting vulnerable workers and putting responsible business at a disadvantage. Worse yet, wage theft disproportionately impacts people with language barriers or fears about being deported and separated from their families.

SB22-161 ensures workers can recover their legally earned wages by; empowering the CDLE to facilitate collection of unpaid wages in wage theft cases, authorizing the Attorney General to enforce CDLE wage determinations and combat misclassification of employees, and streamlining private enforcement. The bill sponsors developed the bill with support from the District Attorney's office, and have gone to significant lengths to address stakeholder concerns.

Anti-discrimination is a top priority area for our membership, and wage theft is the antithesis of GBC members' commitment to be good to their employees. Employees who fail to pay for valuable work that they have already benefited from erode trust in the employer/employee relationship, put responsible employers at a great disadvantage, and steal hundreds of millions of dollars from workers and state and local governments each year in Colorado. **We urge you to vote yes on SB22-161 to help ensure bad actors can't perpetuate this harmful practice.**

Best Regards,

Debra Brown, Executive Director
Angelique Espinoza, Policy Director

Good Business Colorado

and these values-driven businesses...

Holly Adinoff, Sullivan Scrap Kitchen, Denver

Andrades Vargas Baneza, Glenwood Springs, Sol Maya Cruelty Free Spa and Salon

Shannon Bean Scalise, Book See Financial Group, Boulder

Ed Briscoe, Colorado Housing Accelerator Initiative, Denver

Vicki Carey-Davis, Twiggs & Co., Denver

Mez Charney, MC Evolution, Denver

Jenny Davies, Progressive Promotions Inc., Denver

Brie DeLisi Zoller, Brie Z Operations, Aurora

Pete Dignan, Ever Better, PBC, Denver

Tracy duCharme, Color Me Mine, Elizabeth

Otisa Eads, Otisa Eads LLC, Denver

Robert Faggett, Security 1st Welding Inc., Aurora

Stacey Gilbert, Denver Tech Insurance, Highlands Ranch

Jacquie Hilterman, Dogwood Consulting, Berthoud

Adam Kogeman, Good Bones Consulting, Englewood

Rachel Kois, Simple Switch, Denver

Heather Langendorfer, Unbound Inbound, Golden

Tamara Parker, UNicycle Business Consulting, Loveland

Karla Rodriguez, Wana Brands, Boulder

Louise Snodgrass, Local First, Durango

Aaron Zimola, Zova Marketing LLC, Greeley