

Second Regular Session
Seventy-fifth General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 26-0999.01 Jacob Bennington x2371

SENATE BILL 26-179

SENATE SPONSORSHIP

Rodriguez,

HOUSE SPONSORSHIP

(None),

Senate Committees

Business, Labor, & Technology

House Committees

A BILL FOR AN ACT

101 CONCERNING MEASURES TO INCREASE WORKER RIGHTS RELATED TO
102 HEALTH AND SAFETY.

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>.)

Current law prohibits a principal from discriminating, taking adverse action, or retaliating against a worker who, in good faith, raises a reasonable concern about workplace violations of government health or safety rules.

The bill adds the university of Colorado hospital authority and the Denver health and hospital authority to the definition of "principal". 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.

bill further clarifies that any action or potential action arising under the law regarding worker rights related to health and safety is not subject to the limitations, notice requirements, procedural requirements, or liability restrictions set forth in the "Colorado Governmental Immunity Act".

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

2 **SECTION 1.** In Colorado Revised Statutes, 8-14.4-101, **amend**
3 (3)(d) and (3)(e); and **add** (3)(f) as follows:

4 **8-14.4-101. Definitions.**

5 As used in this article 14.4, unless the context otherwise requires:

6 (3) "Principal" means:

7 (d) An entity that contracts with five or more independent
8 contractors in the state each year; ~~and~~

9 (e) A person or entity engaged in agricultural employment; AND

10 (f) A "PUBLIC EMPLOYER", AS DEFINED IN SECTION 29-33-103
11 (6)(f) AND (6)(g).

12 **SECTION 2.** In Colorado Revised Statutes, 8-14.4-107, **add** (5)
13 as follows:

14 **8-14.4-107. Whistleblower enforcement - qui tam - definition.**

15 (5) ANY ACTION OR POTENTIAL ACTION ARISING UNDER THIS
16 ARTICLE 14.4 IS NOT SUBJECT TO THE LIMITATIONS, NOTICE
17 REQUIREMENTS, PROCEDURAL REQUIREMENTS, OR LIABILITY RESTRICTIONS
18 SET FORTH IN THE "COLORADO GOVERNMENTAL IMMUNITY ACT", ARTICLE
19 10 OF TITLE 24.

20 **SECTION 3. Act subject to petition - effective date.** This act
21 takes effect at 12:01 a.m. on the day following the expiration of the
22 ninety-day period after final adjournment of the general assembly (August
23 12, 2026, if adjournment sine die is on May 13, 2026); except that, if a

1 referendum petition is filed pursuant to section 1 (3) of article V of the
2 state constitution against this act or an item, section, or part of this act
3 within such period, then the act, item, section, or part will not take effect
4 unless approved by the people at the general election to be held in
5 November 2026 and, in such case, will take effect on the date of the
6 official declaration of the vote thereon by the governor.