

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

REREVISED

*This Version Includes All Amendments
Adopted in the Second House*

LLS NO. 26-0971.01 Yelana Love x2295

SENATE BILL 26-160

SENATE SPONSORSHIP

Rodriguez and Gonzales J., Amabile, Ball, Benavidez, Bridges, Coleman, Cutter, Exum, Hinrichsen, Jodeh, Kipp, Kolker, Lindstedt, Marchman, Mullica, Roberts, Sullivan, Wallace, Weissman

HOUSE SPONSORSHIP

Duran and Martinez, Bacon, Boesenecker, Brown, Camacho, Carter, Clifford, Espenoza, Froelich, Goldstein, Hamrick, Jackson, Joseph, Lieder, Lindsay, Lukens, Mabrey, Marshall, Mauro, McCluskie, McCormick, Nguyen, Ricks, Rutinel, Rydin, Sirota, Smith, Stewart K., Velasco, Zokaie

Senate Committees
Business, Labor, & Technology

House Committees
Business Affairs & Labor

A BILL FOR AN ACT

101 **CONCERNING EMPLOYEE PROTECTIONS IN THE WORKPLACE.**

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>.)

The bill prohibits employers from making deductions from the wages or compensation of an employee for personal protective equipment.

The bill also requires an employer with 500 or more employees who are engaged in the slaughter of livestock or the rendering or packaging of meat to provide its employees reasonable access to restrooms. The division of labor standards and statistics in the department of labor and employment may fine an employer who fails to provide

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.

HOUSE
3rd Reading Unamended
May 5, 2026

HOUSE
Amended 2nd Reading
May 4, 2026

SENATE
3rd Reading Unamended
April 27, 2026

SENATE
2nd Reading Unamended
April 24, 2026

restroom access.

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

2 **SECTION 1.** In Colorado Revised Statutes, 8-4-101, **add** (12.5)
3 as follows:

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

5 As used in this article 4, unless the context otherwise requires:

6 (12.5) (a) "PERSONAL PROTECTIVE EQUIPMENT" MEANS
7 EQUIPMENT, CLOTHING, RESPIRATORY DEVICES, PROTECTIVE SHIELDS, AND
8 PROTECTIVE BARRIERS PROVIDED BY AN EMPLOYER TO PROTECT ITS
9 EMPLOYEES AGAINST RECOGNIZED HEALTH AND SAFETY HAZARDS.

10 (b) "PERSONAL PROTECTIVE EQUIPMENT" DOES NOT INCLUDE:

11 (I) NONSPECIALTY SAFETY-TOE PROTECTIVE FOOTWEAR,
12 INCLUDING STEEL-TOE SHOES AND STEEL-TOE BOOTS, OR NONSPECIALTY
13 PRESCRIPTION SAFETY EYEWEAR, WHEN THE EMPLOYER PERMITS SUCH
14 FOOTWEAR OR EYEWEAR TO BE WORN OFF THE JOB SITE;

15 (II) BUILT-IN METATARSAL PROTECTION PROVIDED AT AN
16 EMPLOYEE'S REQUEST;

17 (III) LOGGING BOOTS;

18 (IV) EVERYDAY CLOTHING, SUCH AS LONG-SLEEVED SHIRTS, LONG
19 PANTS, STREET SHOES, AND NORMAL WORK BOOTS; AND

20 (V) ORDINARY CLOTHING, SKIN CREAMS, OR OTHER ITEMS USED
21 SOLELY FOR PROTECTION FROM WEATHER, SUCH AS WINTER COATS,
22 JACKETS, GLOVES, PARKAS, RUBBER BOOTS, HATS, RAINCOATS, ORDINARY
23 SUNGLASSES, AND SUNSCREEN.

24 **SECTION 2.** In Colorado Revised Statutes, 8-4-105, **amend**
25 (1)(b) **and** (2) as follows:

1 **8-4-105. Payroll deductions permitted - notice required.**

2 (1) An employer shall not make a deduction from the wages or
3 compensation of an employee except as follows:

4 (b) Deductions for loans, advances, goods or services, and
5 equipment or property, OR ANY OTHER THING THAT PRIMARILY BENEFITS
6 AN EMPLOYEE, WHICH DOES NOT INCLUDE PERSONAL PROTECTIVE
7 EQUIPMENT, provided by an employer to an employee pursuant to a
8 written agreement between such employer and employee, so long as it is
9 enforceable and not in violation of law;

10 (2) EXCEPT FOR A DEDUCTION MADE IN ACCORDANCE WITH
11 SUBSECTION (1)(a), (1)(a.5), OR (1)(d) OF THIS SECTION, nothing in this
12 section authorizes a deduction below the applicable minimum wage.

13 **SECTION 3.** In Colorado Revised Statutes, **add** 8-6-101.7 as
14 follows:

15 **8-6-101.7. Meat workers - restrooms - definitions - fines.**

16 (1) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE
17 REQUIRES:

18 (a) "EMPLOYEE" MEANS AN EMPLOYEE ENGAGED IN THE
19 SLAUGHTER OF LIVESTOCK OR THE RENDERING OR PACKAGING OF MEAT.

20 (b) "EMPLOYER" MEANS AN EMPLOYER WITH FIVE HUNDRED OR
21 MORE EMPLOYEES IN THE STATE.

22 (2) AN EMPLOYER SHALL NOT UNREASONABLY DENY AN EMPLOYEE
23 THE USE OF A RESTROOM DURING COMPENSABLE TIME.

24 (3) THE DIVISION MAY FINE AN EMPLOYER ONE HUNDRED DOLLARS
25 PER EMPLOYEE FOR EACH VIOLATION OF SUBSECTION (2) OF THIS SECTION.
26 THE FINE IMPOSED PURSUANT TO THIS SUBSECTION (3) MUST NOT EXCEED
27 TWO HUNDRED DOLLARS PER EMPLOYEE PER WEEK.

1 **SECTION 4. Applicability.** This act applies to conduct occurring
2 on or after the effective date of this act.

3 **SECTION 5. Safety clause.** The general assembly finds,
4 determines, and declares that this act is necessary for the immediate
5 preservation of the public peace, health, or safety or for appropriations for
6 the support and maintenance of the departments of the state and state
7 institutions.