SB 26-160

Fiscal Note

Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

SB 26-160: PERSONAL PROTECTIVE EQUIP & MEATPACKERS

Prime Sponsors:
Sen. Rodriguez; Gonzales J.
Rep. Duran; Martinez

Fiscal Analyst:
Clare Pramuk, 303-866-4796
clare.pramuk@coleg.gov

Bill Outcome: Signed into Law
Drafting Number: LLS 26-0971

Version: Final Fiscal Note
Date: July 8, 2026

Fiscal note status: The final fiscal note reflects the enacted bill.

Summary Information

Overview. This bill prohibits a meatpacking employer from deducting the cost of personal protective equipment from an employee's pay and from unreasonably denying an employee the use of a restroom during work time.

Types of impacts. The bill is projected to affect the following areas on an ongoing basis:

- Minimal State Revenue
- Minimal State Expenditures

Appropriations. No appropriation is required.

Table 1
State Fiscal Impacts

Type of Impact	Budget Year FY 2026-27	Out Year FY 2027-28
State Revenue	$0	$0
State Expenditures	$0	$0
Transferred Funds	$0	$0
Change in TABOR Refunds	$0	$0
Change in State FTE	0.0 FTE	0.0 FTE

Summary of Legislation

This bill prohibits an employer from deducting the cost of personal protective equipment from an employee's pay. It also prohibits meatpacking employers with 500 or more employees in the state from unreasonably denying employees the use of a restroom during work time. The Division of Labor Standards and Statistics in the Department of Labor and Employment may fine an employer that fails to provide restroom access $100 per employee per violation not to exceed $200 per employee per week.

Background

The Division of Labor Standards and Statistics enforces laws and regulations primarily concerned with wage and hour rights, while the federal Occupational Safety and Health Administration (OSHA) is primarily focused on worker safety, with regulations addressing both restroom use and payment for PPE.

State Revenue

While the bill provides for penalties to be assessed against employers, revenue increases are assumed to be minimal due to the CDLE's ability to waive penalties to encourage the employer compliance.

State Expenditures

The Division of Labor Standards and Statistics will have an increase in workload to respond to public inquiries and updating the agency website regarding PPE and restroom access requirements. This increase can be accomplished within existing appropriations.

Technical Note

As noted in the Background section, OSHA has regulations on employee bathroom use and payment for PPE. To the extent requirements under the bill differ from or duplicate OSHA regulations, the federal rules preempt the state law and may impact state enforcement.

Effective Date

The bill was signed into law by the Governor and took effect on June 3, 2026.

State and Local Government Contacts

Labor