

Second Regular Session  
Seventy-third General Assembly  
STATE OF COLORADO

INTRODUCED

LLS NO. 22-0937.01 Richard Sweetman x4333

**HOUSE BILL 22-1308**

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**HOUSE SPONSORSHIP**

**McCormick,**

**SENATE SPONSORSHIP**

**(None),**

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**House Committees**  
Agriculture, Livestock, & Water

**Senate Committees**

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**A BILL FOR AN ACT**

101     **CONCERNING THE CREATION OF THE COLORADO AGRICULTURAL**  
102         **WORKFORCE SERVICES PROGRAM IN THE DEPARTMENT OF**  
103         **AGRICULTURE TO PROVIDE RESOURCES SPECIFIC TO**  
104         **AGRICULTURAL EMPLOYMENT.**

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**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 creates the Colorado agricultural workforce services program (program) in the department of agriculture (department) and requires the department to create and maintain an online resource portal

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters or bold & italic numbers indicate new material to be added to existing statute.*  
*Dashes through the words indicate deletions from existing statute.*

for agricultural employees and employers.

The bill also creates the Colorado agricultural workplace improvement grant program (grant program) and requires the department to administer the grant program and, subject to available appropriations, award grants. The department may determine minimum eligibility requirements for grant recipients; however, the department may award grants only:

- To entities that provide services to Colorado agricultural employers or agricultural employees; and
- For the purpose of facilitating labor law compliance, improving workplaces, and providing education to agricultural employees to help them understand their legal rights.

On or before January 1, 2023, and on or before January 1 each year thereafter, the department shall submit to the agriculture, livestock, and water committee of the house of representatives and the agriculture and natural resources committee of the senate a report concerning the operations of the program, including the grant program.

For the 2022-23 state fiscal year, the general assembly must appropriate \$500,000 from the general fund to the department to implement the program, including the grant program. Any unused money does not revert to the general fund but is continuously appropriated to the department.

The grant program is repealed, effective January 1, 2026.

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

2             **SECTION 1. Legislative declaration.** (1) The general assembly  
3 hereby finds that:

4             (a) Agriculture is one of the largest and most significant economic  
5 sectors in Colorado;

6             (b) Agricultural employers and agricultural employees have the  
7 right to safe, dignified working conditions, and their economic needs are  
8 interdependent;

9             (c) Farms and ranches must be economically viable in order to  
10 offer competitive wages for their employees and spread economic success  
11 within their communities and to the next generation; and

7 (a) Improve working conditions;

11 (c) Allow agricultural employees to gain an understanding of the  
12 rights they are afforded.

### 18 (a) Heat stress protection;

19 (b) Acute and chronic injury prevention;

20 (c) Time-keeping equipment:

21 (d) Workforce housing improvements:

22 (e) The development of employee common areas:

23 (f) In-person training and technical assistance; and

24 (g) Other resources that help agricultural employer

recent changes to labor laws.

26                   **SECTION 2.** In Colorado Revised Statutes, **add** 35-1-104.7 as  
27                   follows:

1                   **35-1-104.7. Colorado agricultural workforce services program**

2                   **- online resource portal - Colorado agricultural workplace**  
3                   **improvement grant program - rules - report - definitions - repeal.**

4                   (1) THE COLORADO AGRICULTURAL WORKFORCE SERVICES PROGRAM IS  
5                   CREATED IN THE DEPARTMENT. THE PROGRAM CONSISTS OF:

6                   (a) THE ONLINE RESOURCE PORTAL FOR AGRICULTURAL  
7                   EMPLOYEES AND AGRICULTURAL EMPLOYERS DESCRIBED IN SUBSECTION  
8                   (3) OF THIS SECTION; AND

9                   (b) THE GRANT PROGRAM DESCRIBED IN SUBSECTION (4) OF THIS  
10                   SECTION.

11                   (2) THE DEPARTMENT SHALL ADMINISTER THE PROGRAM,  
12                   INCLUDING THE GRANT PROGRAM, IN ACCORDANCE WITH THIS SECTION.

13                   (3) (a) AS PART OF THE PROGRAM, THE DEPARTMENT SHALL  
14                   ESTABLISH ON ITS OFFICIAL WEBSITE A PUBLICLY AVAILABLE PAGE THAT  
15                   INCLUDES A PORTAL TO RESOURCES FOR USE BY AGRICULTURAL  
16                   EMPLOYEES AND AGRICULTURAL EMPLOYERS. THE DEPARTMENT SHALL  
17                   ENSURE THAT THE RESOURCES OF THE PORTAL ARE AVAILABLE IN BOTH  
18                   ENGLISH AND SPANISH.

19                   (b) FOR THE PURPOSES OF THE ONLINE PORTAL DESCRIBED IN THIS  
20                   SUBSECTION (3), THE DEPARTMENT SHALL CURATE VIDEO MODULES AND  
21                   OTHER RESOURCES TO HELP AGRICULTURAL EMPLOYERS COMPLY WITH  
22                   LABOR LAWS, INCLUDING THE SECTIONS SPECIFIED IN SUBSECTION  
23                   (3)(d)(II) OF THIS SECTION, AND HELP AGRICULTURAL EMPLOYEES  
24                   UNDERSTAND THE RIGHTS THEY ARE AFFORDED, INCLUDING LINKS TO  
25                   RELEVANT STATE AGENCIES AND NONGOVERNMENTAL ORGANIZATIONS.

26                   (c) THE DEPARTMENT MAY INCLUDE IN THE ONLINE PORTAL  
27                   INFORMATION AND RESOURCES CONCERNING:

7 (d) THE DEPARTMENT SHALL INCLUDE IN THE ONLINE PORTAL  
8 INFORMATION REGARDING:

21 (c) THE DEPARTMENT MAY DETERMINE MINIMUM ELIGIBILITY  
22 REQUIREMENTS FOR GRANT RECIPIENTS; EXCEPT THAT THE DEPARTMENT  
23 SHALL AWARD GRANTS ONLY:

1 EMPLOYEES TO HELP THEM UNDERSTAND THE RIGHTS THEY ARE  
2 AFFORDED.

3 (d) IN AWARDING AND DECLINING TO AWARD GRANTS, THE  
4 DEPARTMENT SHALL CONSIDER THE FOLLOWING CRITERIA:

5 (I) THE NUMBER OF AGRICULTURAL EMPLOYERS OR AGRICULTURAL  
6 EMPLOYEES IMPACTED BY THE PROPOSED GRANT;

7 (II) THE AMOUNT OF MATCHING FUNDS, INCLUDING IN-KIND  
8 MATCHES, ASSOCIATED WITH THE PROPOSED GRANT; AND

9 (III) THE GEOGRAPHIC DISTRIBUTION AND GEOGRAPHIC REACH OF  
10 THE PROJECT FOR WHICH THE GRANT IS INTENDED.

11 (e) THE COMMISSIONER SHALL PROMULGATE RULES AS NECESSARY  
12 TO IMPLEMENT THE GRANT PROGRAM. AT A MINIMUM, THE RULES MUST  
13 SPECIFY THE MINIMUM ELIGIBILITY REQUIREMENTS FOR GRANT  
14 RECIPIENTS, THE TIME FRAMES FOR APPLYING FOR GRANTS, THE FORM OF  
15 THE GRANT PROGRAM APPLICATION, AND ANY CRITERIA, IN ADDITION TO  
16 THE CRITERIA DESCRIBED IN SUBSECTION (4)(d) OF THIS SECTION, THAT  
17 THE DEPARTMENT USES IN AWARDING GRANTS.

18 (f) THE COMMISSIONER, OR THE COMMISSIONER'S DESIGNEE, SHALL  
19 REVIEW APPLICATIONS RECEIVED PURSUANT TO THIS SUBSECTION (4).

20 (g) THIS SUBSECTION (4) IS REPEALED, EFFECTIVE JANUARY 1,  
21 2026.

22 (5) ON OR BEFORE JANUARY 1, 2023, AND ON OR BEFORE JANUARY  
23 1 EACH YEAR THEREAFTER, THE DEPARTMENT SHALL SUBMIT TO THE  
24 AGRICULTURE, LIVESTOCK, AND WATER COMMITTEE OF THE HOUSE OF  
25 REPRESENTATIVES AND THE AGRICULTURE AND NATURAL RESOURCES  
26 COMMITTEE OF THE SENATE, OR TO ANY SUCCESSOR COMMITTEES, A  
27 REPORT CONCERNING THE OPERATIONS OF THE PROGRAM, INCLUDING THE

1       GRANT PROGRAM, WHICH REPORT, AT A MINIMUM, INCLUDES THE  
2       FOLLOWING INFORMATION CONCERNING THE GRANT PROGRAM FOR THE  
3       DURATION OF THE GRANT PROGRAM:

4               (a) THE NUMBER OF GRANTS AWARDED IN THE PRECEDING YEAR;  
5               (b) THE AMOUNT OF EACH GRANT; AND  
6               (c) THE PURPOSE FOR WHICH EACH GRANT WAS AWARDED.

7       .       (6) (a) FOR THE 2022-23 STATE FISCAL YEAR, THE GENERAL  
8       ASSEMBLY SHALL APPROPRIATE FIVE HUNDRED THOUSAND DOLLARS FROM  
9       THE GENERAL FUND TO THE DEPARTMENT TO IMPLEMENT THE PROGRAM,  
10      INCLUDING THE GRANT PROGRAM. ANY UNUSED MONEY DOES NOT REVERT  
11      TO THE GENERAL FUND BUT IS CONTINUOUSLY APPROPRIATED TO THE  
12      DEPARTMENT.

13               (b) THE DEPARTMENT IS AUTHORIZED TO SEEK, SOLICIT, ACCEPT,  
14      AND EXPEND GIFTS, GRANTS, AND DONATIONS FOR THE PURPOSES OF THIS  
15      SECTION.

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

18               (a) "AGRICULTURAL EMPLOYEE" HAS THE MEANING SET FORTH IN  
19      SECTION 8-2-206 (1)(b).

20               (b) "AGRICULTURAL EMPLOYER" HAS THE MEANING SET FORTH IN  
21      SECTION 8-3-104 (1).

22               (c) "GRANT PROGRAM" MEANS THE COLORADO AGRICULTURAL  
23      WORKPLACE IMPROVEMENT GRANT PROGRAM CREATED IN SUBSECTION (4)  
24      OF THIS SECTION.

25               (d) "PROGRAM" MEANS THE COLORADO AGRICULTURAL  
26      WORKFORCE SERVICES PROGRAM CREATED IN SUBSECTION (1) OF THIS  
27      SECTION.

1                   **SECTION 3. Act subject to petition - effective date.** This act  
2    takes effect at 12:01 a.m. on the day following the expiration of the  
3    ninety-day period after final adjournment of the general assembly; except  
4    that, if a referendum petition is filed pursuant to section 1 (3) of article V  
5    of the state constitution against this act or an item, section, or part of this  
6    act within such period, then the act, item, section, or part will not take  
7    effect unless approved by the people at the general election to be held in  
8    November 2022 and, in such case, will take effect on the date of the  
9    official declaration of the vote thereon by the governor.