

HOUSE COMMITTEE OF REFERENCE REPORT

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Chair of Committee

February 26, 2026  
Date

Committee on Business Affairs & Labor.

After consideration on the merits, the Committee recommends the following:

HB26-1054 be amended as follows, and as so amended, be referred to the Committee on Appropriations with favorable recommendation:

- 1 Amend printed bill, page 3, before line 1 insert:
  - 2 **"8-14.4-201. Short title.**
  - 3 THE SHORT TITLE OF THIS PART 2 IS THE "COLORADO WORKER
  - 4 SAFETY ACT".
- 5 Renumber succeeding C.R.S. sections accordingly.
- 6 Page 3, strike lines 11 through 20 and substitute:
  - 7 "(4) "LABOR ORGANIZATION" MEANS AN EXCLUSIVE
  - 8 REPRESENTATIVE, AS DEFINED IN SECTION 8-3.3-102 (13)".
- 9 Page 4, after line 2 insert:
  - 10 "(7) "WORKER ORGANIZATION" MEANS A COMMUNITY-BASED
  - 11 NONPROFIT OR MEMBERSHIP-BASED ORGANIZATION DEDICATED TO
  - 12 SUPPORTING WORKERS, ASSISTING WORKERS WITH MUTUAL AID OR
  - 13 PROTECTION IN CONNECTION WITH WORK, OR EMPOWERING VULNERABLE
  - 14 WORKERS".
- 15 Renumber succeeding subsection accordingly.
- 16 Page 4, line 23, strike "OR THE DIVISION".
- 17 Page 5, line 1, strike "THE DIVISION,".
- 18 Page 5, line 2, after "ORGANIZATION," insert "A WORKER ORGANIZATION,".

- 1 Page 5, line 3, strike "A PERSON" and substitute "AN EMPLOYER".
- 2 Page 6, line 9, strike "A PERSON" and substitute "AN EMPLOYER".
- 3 Page 6, line 25, strike "THE DIVISION,".
- 4 Page 6, line 26, after "ORGANIZATION," insert "A WORKER  
5 ORGANIZATION,".
- 6 Page 7, after line 9 insert:
- 7 (i) THIS PART 2 SHALL NOT BE CONSTRUED TO AUTHORIZE  
8 INJUNCTIVE RELIEF THAT HAS THE PRIMARY PURPOSE OR EFFECT OF  
9 INTERFERING WITH LAWFUL, CONSTITUTIONALLY PROTECTED ACTIVITY OF  
10 THE PRESS, UNLESS SUCH RELIEF IS NECESSARY AND NARROWLY TAILORED  
11 TO REMEDY A SPECIFIC WORKPLACE HEALTH OR SAFETY HAZARD.".
- 12 Page 8, strike lines 10 through 23 and substitute:
- 13 (1) IF, AT ANY TIME AFTER SEPTEMBER 1, 2025, ANY OSH ACT  
14 HEALTH OR SAFETY STANDARD, OR RULE ADOPTED THEREUNDER, IS  
15 REPEALED OR REVOKED, THE DIVISION MAY, AS SOON AS PRACTICABLE,  
16 ADOPT RULES ESTABLISHING A STATE STANDARD FOR EMPLOYERS IN THE  
17 STATE THAT IS AS STRINGENT AS OR MORE STRINGENT THAN THE FEDERAL  
18 OCCUPATIONAL HEALTH OR SAFETY STANDARD BEING REPEALED OR  
19 REVOKED AS A MINIMUM STANDARD FOR EMPLOYERS IN THIS STATE.".
- 20 Renumber succeeding subsections accordingly.
- 21 Page 8, line 24, strike "OR (2)".
- 22 Page 8, line 25, strike "8-14.4-203." and substitute "8-14.4-204.".
- 23 Strike "8-14.4-204" and substitute "8-14.4-205" on: **Page 3**, line 10; and  
24 **Page 6**, line 13.
- 25 Strike "8-14.4-205" and substitute "8-14.4-206" on: **Page 5**, line 26; **Page**  
26 **6**, lines 3, 5, 11, 17, 21, and 23; and **Page 7**, line 22.

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