

HOUSE COMMITTEE OF REFERENCE REPORT

Chair of Committee

April 15, 2026
Date

Committee on Judiciary.

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

HB26-1283 be amended as follows, and as so amended, be referred to the Committee of the Whole with favorable recommendation:

- 1 Amend printed bill, page 4, strike line 9 and substitute "INDIVIDUAL WHO
- 2 IS AN EMPLOYEE OR APPLICANT FOR EMPLOYMENT TO SURRENDER THE
- 3 EMPLOYEE'S OR APPLICANT'S GOVERNMENT-ISSUED".

- 4 Page 4, line 20, strike "TWENTY-FOUR" and substitute "TEN".

- 5 Page 4, line 23, after "(2)" insert "(a)".

- 6 Page 4, strike lines 26 and 27.

- 7 Page 5, strike line 1 and substitute "NOTIFICATION MUST BE:
- 8 (I) IN WRITING;
- 9 (II) IN ENGLISH AND ANY OTHER LANGUAGE SPOKEN BY A
- 10 SIGNIFICANT PORTION OF THE WORKPLACE;
- 11 (III) IN THE INDIVIDUAL'S PRIMARY LANGUAGE, IF THE EMPLOYER
- 12 KNOWS THE INDIVIDUAL'S PRIMARY LANGUAGE; AND
- 13 (IV) ACKNOWLEDGED BY THE INDIVIDUAL.
- 14 (b) THE EMPLOYER SHALL RETAIN A".

- 15 Page 5, strike lines 4 through 8 and substitute:

- 16 "(3) NOTHING IN THIS SECTION PROHIBITS AN EMPLOYER FROM
- 17 RETAINING A GOVERNMENT-ISSUED IDENTIFICATION DOCUMENT IF THE
- 18 RETENTION IS:
- 19 (a) REQUIRED OR PERMITTED BY STATE OR FEDERAL LAW OR
- 20 REGULATION,".

- 21 Page 5, strike lines 12 through 14 and substitute:

1 "(4) AN EMPLOYER THAT KNOWINGLY VIOLATES SUBSECTION (1)
2 OF THIS SECTION COMMITS CRIMINAL POSSESSION OF AN IDENTIFICATION
3 DOCUMENT, AS DESCRIBED IN SECTION 18-5-903.5."

4 Page 5, strike lines 18 through 27.

5 Page 6, strike lines 1 through 6 and substitute:

6 "**SECTION 3.** In Colorado Revised Statutes, 18-5-903.5, **amend**
7 (1) and (2)(a); and **add** (3) as follows:

8 **18-5-903.5. Criminal possession of an identification document**
9 **- bias-motivated crime enforcement - civil actions.**

10 (1) A person commits criminal possession of an identification
11 document if the person knowingly ~~has in his or her possession or under~~
12 ~~his or her control~~ CONFISCATES OR POSSESSES OR CONTROLS another
13 person's actual driver's license, actual government-issued identification
14 card, actual social security card, or actual passport ~~knowing that he or she~~
15 ~~does so~~ without permission or lawful authority.

16 (2) (a) EXCEPT AS DESCRIBED IN SECTION 18-9-121, criminal
17 possession of one or more identification documents issued to the same
18 ~~person~~ INDIVIDUAL is a class 2 misdemeanor.

19 (3) AN INDIVIDUAL WHO IS HARMED BY A PERSON'S COMMISSION
20 OF THE OFFENSE DESCRIBED IN THIS SECTION MAY BRING A CIVIL ACTION
21 TO RECOVER ANY DAMAGES CAUSED BY THE PERSON'S COMMISSION OF THE
22 OFFENSE."

23 Page 6, strike lines 22 through 27.

24 Page 7, strike lines 1 and 2 and substitute:

25 "(d) COMMITS CRIMINAL POSSESSION OF AN IDENTIFICATION
26 DOCUMENT, AS DESCRIBED IN SECTION 18-5-903.5; OR

27 (e) PROVIDES, OR THREATENS TO PROVIDE, AN INDIVIDUAL'S
28 GOVERNMENT-ISSUED IDENTIFICATION DOCUMENT TO FEDERAL
29 IMMIGRATION AUTHORITIES, EXCEPT WHERE OTHERWISE REQUIRED OR
30 PERMITTED UNDER STATE OR FEDERAL LAW."

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