

SENATE COMMITTEE OF REFERENCE REPORT

Chair of Committee

April 28, 2026
Date

Committee on Business, Labor, & Technology.

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

HB26-1207 be amended as follows, and as so amended, be referred to the Committee on Appropriations with favorable recommendation:

1 Amend reengrossed bill, page 2, line 9, strike "IF" and substitute
2 "BEGINNING JULY 1, 2027, IF".

3 Page 2, line 25, strike "WORKERS." and substitute "WORKERS AND THAT,
4 AS OF MARCH 1, 2026, IS REQUIRED TO SUBMIT EEO-1 DATA TO THE
5 UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION."

6 Page 3, strike lines 6 through 14 and substitute:

7 **"SECTION 2. Act subject to petition - effective date.** This act
8 takes effect at 12:01 a.m. on the day following the expiration of the
9 ninety-day period after final adjournment of the general assembly (August
10 12, 2026, if adjournment sine die is on May 13, 2026); except that, if a
11 referendum petition is filed pursuant to section 1 (3) of article V of the
12 state constitution against this act or an item, section, or part of this act
13 within such period, then the act, item, section, or part will not take effect
14 unless approved by the people at the general election to be held in
15 November 2026 and, in such case, will take effect on the date of the
16 official declaration of the vote thereon by the governor."