

## CHAPTER 318

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**LABOR AND INDUSTRY**

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**HOUSE BILL 26-1010**

BY REPRESENTATIVE(S) Willford and Jackson, Bacon, Boesenecker, Brown, Camacho, Clifford, Duran, English, Froelich, Joseph, Keltie, Lieder, Lindsay, Mabrey, Marshall, Nguyen, Paschal, Rutinel, Sirota, Story, Titone, Woodrow, Goldstein, Hamrick, Phillips, McCluskie;  
also SENATOR(S) Danielson, Benavidez, Cutter, Exum, Hinrichsen, Jodeh, Kipp, Lindstedt, Marchman, Rodriguez, Snyder, Sullivan, Wallace, Coleman.

**AN ACT****CONCERNING INCREASING SUPPORT FOR OLDER ADULTS IN THE WORKFORCE.**

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

**SECTION 1.** In Colorado Revised Statutes, 24-46.3-100.3, **add** (2.6) as follows:

**24-46.3-100.3. Definitions.**

As used in this article 46.3, unless the context otherwise requires:

(2.6) "OLDER ADULT" MEANS AN INDIVIDUAL WHO IS FIFTY-FIVE YEARS OLD OR OLDER.

**SECTION 2.** In Colorado Revised Statutes, 24-46.3-101, **add** (2.1) as follows:

**24-46.3-101. State work force development council - creation - membership - funding through gifts, grants, and donations.**

(2.1) FOR APPOINTMENTS TO THE STATE COUNCIL, OR A SUCCESSOR ENTITY, MADE ON OR AFTER THE EFFECTIVE DATE OF THIS SUBSECTION (2.1), AT LEAST ONE MEMBER APPOINTED BY THE GOVERNOR PURSUANT TO SUBSECTION (2)(d) OF THIS SECTION MUST BE AN INDIVIDUAL WHO:

(a) IS AN OLDER ADULT; AND

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*Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.*

(b) EITHER IS ACTIVELY INVOLVED IN OR HAS INTEREST, KNOWLEDGE, OR EXPERIENCE IN ADVOCATING FOR THE INTERESTS OF OLDER ADULTS IN THE WORKFORCE.

**SECTION 3.** In Colorado Revised Statutes, **add 24-46.3-107** as follows:

**24-46.3-107. Meet with Colorado commission on aging - collect data - "SMART Act" hearing.**

(1) (a) BEGINNING IN 2027, AND EACH YEAR THEREAFTER, STAFF OR APPOINTED MEMBERS OF THE STATE COUNCIL SHALL MEET TWICE A YEAR WITH THE COLORADO COMMISSION ON THE AGING, CREATED PURSUANT TO SECTION 26-11-101, OR A WORKFORCE-RELATED SUBCOMMITTEE OF THE COLORADO COMMISSION ON THE AGING, ESTABLISHED PURSUANT TO SECTION 26-11-102.

(b) THE STATE COUNCIL SHALL INVITE REPRESENTATIVES OF ENTITIES WITH DEMONSTRATED INTEREST OR EXPERIENCE IN WORKFORCE SERVICES FOR OLDER ADULTS, INCLUDING COMMUNITY-BASED ORGANIZATIONS, ADVOCACY GROUPS, WORKFORCE POLICY EXPERTS, AND NONPROFIT ORGANIZATIONS, TO PARTICIPATE IN THE MEETINGS HELD PURSUANT TO SUBSECTION (1)(a) OF THIS SECTION.

(2) THE STATE COUNCIL, THE COLORADO COMMISSION ON THE AGING, AND ANY OTHER PARTICIPATING ENTITIES SHALL WORK COLLABORATIVELY TO:

(a) PROMOTE WORKFORCE DEVELOPMENT AND FOSTER SELF-SUFFICIENCY FOR OLDER ADULTS IN THE STATE;

(b) EXAMINE ISSUES RELATED TO EMPLOYMENT ACCESS, TRAINING, SUPPORT, AND SERVICES FOR OLDER ADULTS IN THE STATE;

(c) REVIEW DATA COLLECTED THROUGH EXISTING RESOURCES AND PLATFORMS BY THE STATE COUNCIL OR THE COLORADO COMMISSION ON THE AGING RELATED TO OLDER ADULTS IN THE WORKFORCE;

(d) DISCUSS AND DETERMINE WHETHER ADDITIONAL DATA SHOULD BE COLLECTED BY THE STATE COUNCIL OR THE COLORADO COMMISSION ON THE AGING REGARDING OLDER ADULTS IN THE WORKFORCE TO ASSIST IN FURTHERING THE OBJECTIVES SET FORTH IN SUBSECTIONS (2)(a) AND (2)(b) OF THIS SECTION; AND

(e) PROVIDE AN OVERVIEW TO THE DEPARTMENT AND THE DEPARTMENT OF HUMAN SERVICES, ON OR BEFORE DECEMBER 1, 2027, AND ON OR BEFORE DECEMBER 1 OF EACH YEAR THEREAFTER, OF THE DATA COLLECTED PURSUANT TO THIS SUBSECTION (2).

(3) BEGINNING IN 2028, AND EACH YEAR THEREAFTER, THE DEPARTMENT AND THE DEPARTMENT OF HUMAN SERVICES SHALL JOINTLY SUBMIT A REPORT TO THE GENERAL ASSEMBLY COMPILING THE DATA COLLECTED PURSUANT TO THIS SECTION AND SUMMARIZING THE STATE OF WORKFORCE DEVELOPMENT AND EMPLOYMENT ACCESS FOR OLDER ADULTS IN THE STATE, AND THE DEPARTMENT SHALL SUMMARIZE THE REPORT IN ITS PRESENTATION TO THE SENATE BUSINESS, LABOR, AND TECHNOLOGY COMMITTEE AND THE HOUSE OF REPRESENTATIVES BUSINESS AFFAIRS

AND LABOR COMMITTEE, OR THEIR SUCCESSOR COMMITTEES, DURING THE HEARINGS HELD PURSUANT TO THE "SMART ACT", PART 2 OF ARTICLE 7 OF TITLE 2.

**SECTION 4.** In Colorado Revised Statutes, 26-11-105, **add** (2) as follows:

**26-11-105. Duties of commission - report.**

(2) BEGINNING IN 2027, AND EACH YEAR THEREAFTER, THE COMMISSION, OR A WORKFORCE-RELATED SUBCOMMITTEE OF THE COMMISSION, SHALL MEET TWICE A YEAR WITH AND WORK COLLABORATIVELY WITH THE STATE WORK FORCE DEVELOPMENT COUNCIL, CREATED IN SECTION 24-46.3-101, TO PERFORM THE DUTIES SET FORTH IN SECTION 24-46.3-107.

**SECTION 5.** In Colorado Revised Statutes, 23-1-102, **amend** (3)(b) as follows:

**23-1-102. Commission established - terms of office.**

(3) (b) ~~The governor shall select~~ WHEN APPOINTING the members of the commission, THE GOVERNOR SHALL ENSURE THAT:

(I) THE MEMBERS ARE SELECTED on the basis of their knowledge of and interest in higher education;

(II) At least one member of the commission ~~must reside~~ RESIDES west of the continental divide;

(III) ON AND AFTER THE EFFECTIVE DATE OF THIS SUBSECTION (3)(b), AS AMENDED, THE GOVERNOR MAY APPOINT AT LEAST ONE MEMBER OF THE COMMISSION THAT IS AT LEAST FIFTY-FIVE YEARS OLD AND EITHER IS ACTIVELY INVOLVED IN OR HAS INTEREST, KNOWLEDGE, OR EXPERIENCE IN ADVOCATING FOR THE INTERESTS OF INDIVIDUALS ENGAGED IN HIGHER EDUCATION WHO ARE FIFTY-FIVE YEARS OLD OR OLDER; AND

(IV) ~~No~~ THE COMMISSION DOES NOT HAVE more than a minimum majority of the members of the commission ~~may be~~ affiliated with the same political party at any time.

**SECTION 6.** In Colorado Revised Statutes, 23-1-103, **amend** (1)(c); and **add** (1)(d) as follows:

**23-1-103. Advisory committee to the Colorado commission on higher education.**

(1) There is hereby established an advisory committee to the commission for the purpose of suggesting solutions for the problems and needs of higher education and maintaining liaison with the general assembly and the governing boards for state-supported institutions of higher education. The advisory committee shall consist of not less than thirteen members, to be designated as follows:

(c) Not more than four additional members representing educational or other groups may be selected and designated by the commission to serve on the advisory committee; AND

(d) THE COMMISSION SHALL SELECT AND DESIGNATE ONE MEMBER WHO IS AT LEAST FIFTY-FIVE YEARS OLD AND EITHER IS ACTIVELY INVOLVED IN OR HAS INTEREST, KNOWLEDGE, OR EXPERIENCE IN ADVOCATING FOR THE INTERESTS OF INDIVIDUALS ENGAGED IN HIGHER EDUCATION WHO ARE FIFTY-FIVE YEARS OLD OR OLDER.

**SECTION 7. Act subject to petition - effective date.** This act takes effect January 1, 2027; except that, if a referendum petition is filed pursuant to section 1 (3) of article V of the state constitution against this act or an item, section, or part of this act within the ninety-day period after final adjournment of the general assembly, then the act, item, section, or part will not take effect unless approved by the people at the general election to be held in November 2026 and, in such case, will take effect January 1, 2027, or on the date of the official declaration of the vote thereon by the governor, whichever is later.

Approved: June 2, 2026