

Second Regular Session  
Seventieth General Assembly  
STATE OF COLORADO

INTRODUCED

LLS NO. 16-0565.01 Yelana Love x2295

SENATE BILL 16-033

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SENATE SPONSORSHIP

Ulibarri,

HOUSE SPONSORSHIP

Salazar,

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Senate Committees

State, Veterans, & Military Affairs

House Committees

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A BILL FOR AN ACT

101 CONCERNING A PUBLIC HEALTH NOTICE REQUIREMENT FOR RETAIL  
102 FOOD ESTABLISHMENTS THAT DO NOT PROVIDE EMPLOYEES  
103 WITH PAID SICK LEAVE.

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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://www.leg.state.co.us/bills summaries>.)*

The bill requires licensees of retail food establishments to post a public health notice if they do not allow employees at least 5 days of sick leave per year.

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

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** 25-4-1611.5 as  
3 follows:

4 **25-4-1611.5. Public health notice requirement - sick leave**  
5 **policies.** (1) A LICENSEE WHO DOES NOT PROVIDE EMPLOYEES WITH A  
6 MINIMUM OF FIVE DAYS OF PAID SICK LEAVE PER YEAR SHALL POST A  
7 PUBLIC HEALTH NOTICE ON THE FRONT DOOR OR MAIN ENTRANCE OF THE  
8 LICENSEE'S ESTABLISHMENT IN FULL PUBLIC VIEW. THE NOTICE MUST BE  
9 IN LARGE, BOLD-FACED TYPE AND INCLUDE THE LOGO OF THE  
10 DEPARTMENT.

11 (2) THE NOTICE IN SUBSECTION (1) OF THIS SECTION MUST STATE:  
12 "PUBLIC HEALTH NOTICE: THIS ESTABLISHMENT DOES NOT PROVIDE  
13 EMPLOYEES ENOUGH PAID TIME OFF WHEN THEY ARE SICK TO SATISFY  
14 STATE STANDARDS. AS A RESULT, YOU MAY BE AT AN INCREASED RISK OF  
15 EXPOSURE TO COMMUNICABLE ILLNESSES."

16 (3) IN ADDITION TO ANY APPLICABLE PENALTIES UNDER SECTION  
17 25-4-1611, THE PENALTY FOR FAILURE TO POST THE NOTICE IS:

18 (a) A WRITTEN WARNING FOR A FIRST VIOLATION COMMITTED  
19 WITHIN A TWENTY-FOUR-MONTH PERIOD;

20 (b) A FINE OF FIFTY DOLLARS FOR A SECOND VIOLATION WITHIN A  
21 TWENTY-FOUR-MONTH PERIOD;

22 (c) A FINE OF ONE HUNDRED DOLLARS FOR A THIRD VIOLATION  
23 WITHIN A TWENTY-FOUR-MONTH PERIOD;

24 (d) A FINE OF TWO HUNDRED FIFTY DOLLARS FOR A FOURTH  
25 VIOLATION WITHIN A TWENTY-FOUR-MONTH PERIOD; AND

26 (e) A FINE OF BETWEEN TWO HUNDRED FIFTY DOLLARS AND ONE  
27 THOUSAND DOLLARS FOR A FIFTH OR SUBSEQUENT VIOLATION WITHIN A

1 TWENTY-FOUR-MONTH PERIOD.

2           **SECTION 2. Safety clause.** The general assembly hereby finds,  
3 determines, and declares that this act is necessary for the immediate  
4 preservation of the public peace, health, and safety.