



**Colorado
Legislative
Council
Staff**

HB16-1156

FISCAL NOTE

FISCAL IMPACT: State Local Statutory Public Entity Conditional No Fiscal Impact

Drafting Number: LLS 16-0576 **Date:** February 9, 2016
Prime Sponsor(s): Rep. Danielson; Salazar **Bill Status:** House Business Affairs and Labor
Fiscal Analyst: Kerry White (303-866-3469)

BILL TOPIC: EXTEND PAY TRANSPARENCY PROTECTION ALL EMPLOYEES

Fiscal Impact Summary	FY 2016-2017	FY 2017-2018
State Revenue		
State Expenditures	Potential minimal increase.	
Appropriation Required: None.		
Future Year Impacts: Ongoing potential minimal increase in state expenditures.		

Summary of Legislation

Under Colorado law, employers that are exempt from the federal National Labor Relations Act (NLRA) are not covered by the state prohibition from engaging in discriminatory or unfair employment practices against employees who share wage data. This bill removes this exception for NLRA-exempt employers so that the prohibition applies to all employers in the state.

Background

Federal law exempts certain employers from the NLRA, including: the United States government, any wholly owned government corporation, any Federal Reserve Bank, any state or political subdivision thereof, any person subject to the Railway Labor Act, any labor organization (other than when acting as an employer), or anyone acting in the capacity of an officer or an agent of a labor organization.

State Expenditures

Overall, this bill may increase workload and costs beginning in FY 2016-17. All increases are assumed to be minimal and will not require an adjustment in appropriations for any state agency.

Judicial Department. To the extent that employees of government agencies and labor organizations assert violations under House Bill 16-1156, workload for trial courts will increase.

Colorado Department of Labor and Employment. The Colorado Department of Labor and Employment (CDLE) may experience an increase in requests for information and assistance from employees of government agencies and labor organizations.

Other state agencies. To the extent that a state employee alleges that a state agency engaged in discriminatory or unfair employment practices against him or her for sharing wage data, an affected state agency would have increased costs to litigate and/or settle the claim.

Local Government and Statutory Public Entity Impact

Similar to the state, if an employee of a political subdivision alleges that discriminatory or unfair employment practices occurred as a result of sharing wage data, costs and workload will increase. Any increases have not been estimated, but are assumed to be minimal.

Effective Date

The bill takes effect August 10, 2016, if the General Assembly adjourns on May 11, 2016, as scheduled, and no referendum petition is filed.

State and Local Government Contacts

Counties	Information Technology	Judicial
Labor	Law	Legal Services
Legislative Council	Municipalities	Personnel
Special Districts		