



**Colorado  
Legislative  
Council  
Staff**

**HB17-1269**

**FINAL  
FISCAL NOTE**

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

**Drafting Number:** LLS 17-0076 **Date:** August 15, 2017  
**Prime Sponsor(s):** Rep. Danielson; Nordberg **Bill Status:** Signed into Law  
 Sen. Martinez Humenik; Donovan **Fiscal Analyst:** Erin Reynolds (303-866-4146)

**BILL TOPIC:** EXTEND PAY TRANSPARENCY PROTECTIONS ALL EMPLOYEES

<b>Fiscal Impact Summary</b>	<b>FY 2017-2018</b>	<b>FY 2018-2019</b>
<b>State Revenue</b> General Fund	Potential minimal increase.	
<b>State Expenditures</b> General Fund Cash Funds Reappropriated Funds Federal Funds	Potential minimal increase.	
<b>Appropriation Required:</b> None.		
<b>Future Year Impacts:</b> Ongoing potential minimal increase in state revenue and expenditures.		

**Summary of Legislation**

The bill provides wage transparency protections to all employees in the state by removing certain exemptions under current law.

**Background**

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. These employers are: federal, state, or local governments; employers who employ only agricultural workers; and employers subject to the Railway Labor Act (interstate railroads and airlines).

**State Revenue**

To the extent that violations are filed against employers, state revenue from civil penalties will increase. The increase has not been estimated, but is assumed to be minimal. Civil penalties are credited to the General Fund.

## State Expenditures

Overall, this bill may increase workload and costs beginning in FY 2017-18. 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 17-1269, workload for trial courts will increase.

**Colorado Department of Labor and Employment.** The Colorado Department of Labor and Employment 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 local government or statutory public entity 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 was signed into law by the Governor on June 2, 2017, and became effective on August 9, 2017.

## State and Local Government Contacts

All State and Local Agencies

All Statutory Public Entities