



Legislative  
Council Staff

*Nonpartisan Services for Colorado's Legislature*

HB 19-1254

**FINAL  
FISCAL NOTE**

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<b>Drafting Number:</b>	LLS 19-0572	<b>Date:</b>	May 30, 2019
<b>Prime Sponsors:</b>	Rep. McLachlan; Van Winkle Sen. Fields; Priola	<b>Bill Status:</b>	Signed into Law
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**Bill Topic:** NOTICE REQUIREMENTS EMPLOYEES SHARING GRATUITIES

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**Summary of Fiscal Impact:**

<input type="checkbox"/> State Revenue	<input type="checkbox"/> TABOR Refund
<input checked="" type="checkbox"/> State Expenditure ( <i>minimal</i> )	<input type="checkbox"/> Local Government
<input type="checkbox"/> State Transfer	<input type="checkbox"/> Statutory Public Entity

This bill clarifies that if a business requires its employees to share gratuities with other employees, that each patron be notified of this in writing. It minimally increases state workload on an ongoing basis.

**Appropriation Summary:** No appropriation is required.

**Fiscal Note Status:** The fiscal note is written to the enacted bill.

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## Summary of Legislation

Under current law, a business where tipping is customary may require employees to share gratuities so long as the business posts a sign to that effect in a conspicuous place. This bill clarifies that if gratuities are shared by employees, the business must provide this information to each patron in writing, including by a notice on the menu, table tent, or receipt.

## State Expenditures

This bill increases the workload of the Department of Labor and Employment to respond to inquiries or complaints about the bill's requirements. Any increase is expected to be minimal and can be addressed within existing appropriations.

## Effective Date

The bill was signed into law by the Governor on May 13, 2019, and takes effect August 2, 2019, assuming no referendum petition is filed.

## State and Local Government Contacts

Information Technology      Labor      Law