

Second Regular Session
Seventy-third General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 22-0638.01 Yelana Love x2295

SENATE BILL 22-097

SENATE SPONSORSHIP

Pettersen and Rodriguez,

HOUSE SPONSORSHIP

Herod and Sullivan,

Senate Committees

Business, Labor, & Technology

House Committees

A BILL FOR AN ACT

101 CONCERNING THE EXPANSION OF PROTECTIONS FOR WORKERS WHO
102 RAISE WORKPLACE HEALTH AND SAFETY CONCERNS.

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://leg.colorado.gov>.)

Current law provides whistleblower protections for workers who raise a reasonable concern about health or safety related to a public health emergency. The bill expands the protection to all health and safety concerns regardless of whether there is a declared public health emergency.

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers 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, 8-14.4-102, **amend**
3 (1) and (2)(a) as follows:

4 **8-14.4-102. Prohibition against discrimination based on claims**
5 **related to health and safety.** (1) A principal shall not discriminate, take
6 adverse action, or retaliate against any worker based on the worker, in
7 good faith, raising any reasonable concern about workplace violations of
8 government health or safety rules, or about an otherwise significant
9 workplace threat to health or safety, ~~related to a public health emergency~~
10 to the principal, the principal's agent, other workers, a government
11 agency, or the public if the principal controls the workplace conditions
12 giving rise to the threat or violation.

13 (2) (a) A principal shall not require or attempt to require a worker
14 to sign a contract or other agreement that would limit or prevent the
15 worker from disclosing information about workplace health and safety
16 practices or hazards ~~related to a public health emergency~~ or to otherwise
17 abide by a workplace policy that would limit or prevent such disclosures.

18 **SECTION 2. Applicability.** This act applies to conduct occurring
19 on or after the effective date of this act.

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