

**Second Regular Session  
Seventy-third General Assembly  
STATE OF COLORADO**

**REREVISED**

*This Version Includes All Amendments  
Adopted in the Second House*

LLS NO. 22-0638.01 Yelana Love x2295

**SENATE BILL 22-097**

**SENATE SPONSORSHIP**

**Pettersen and Rodriguez**, Buckner, Danielson, Fenberg, Jaquez Lewis, Kolker, Lee, Moreno, Story, Winter

**HOUSE SPONSORSHIP**

**Herod and Sullivan**, Bacon, Bernett, Bird, Boesenecker, Caraveo, Cutter, Daugherty, Duran, Esgar, Exum, Froelich, Gonzales-Gutierrez, Hooton, Kipp, Lindsay, Lontine, McCluskie, McCormick, Michaelson Jenet, Mullica, Ricks, Sirota, Titone, Weissman, Woodrow, Young

---

**Senate Committees**

Business, Labor, & Technology  
Appropriations

**House Committees**

Public & Behavioral Health & Human Services  
Appropriations

---

**A BILL FOR AN ACT**

101     **CONCERNING THE EXPANSION OF PROTECTIONS FOR WORKERS WHO**  
102             **RAISE WORKPLACE HEALTH AND SAFETY CONCERNS, AND, IN**  
103             **CONNECTION THEREWITH, MAKING AN APPROPRIATION.**

---

**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.*

HOUSE  
3rd Reading Unamended  
May 3, 2022

HOUSE  
Amended 2nd Reading  
May 2, 2022

SENATE  
3rd Reading Unamended  
March 29, 2022

SENATE  
Amended 2nd Reading  
March 28, 2022

---

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. Appropriation.** (1) For the 2022-23 state fiscal  
19 year, \$417,629 is appropriated to the department of labor and  
20 employment. This appropriation is from the general fund. To implement  
21 this act, the department may use this appropriation as follows:

22           (a) \$386,579 for use by the division of labor standards and  
23 statistics for program costs related to labor standards, which amount is  
24 based on an assumption that the subdivision will require an additional 4.3  
25 FTE; and

26           (b) \$31,050 for the purchase of legal services.

1           (2) For the 2022-23 state fiscal year, \$228,499 is appropriated to  
2 the department of personnel. This appropriation is from the general fund.  
3 To implement this act, the department may use this appropriation as  
4 follows:

5           (a) \$125,000 for use by the division of human resources for  
6 liability claims; and

7           (b) \$103,499 for the purchase of legal services.

8           (3) For the 2022-23 state fiscal year, \$134,549 is appropriated to  
9 the department of law. This appropriation is from reappropriated funds  
10 received from the department of labor and employment under subsection  
11 (1)(b) of this section and from the department of personnel under  
12 subsection (2)(b) of this section and is based on an assumption that the  
13 department of law will require an additional 0.8 FTE. To implement this  
14 act, the department of law may use this appropriation to provide legal  
15 services for the department of labor and employment and the department  
16 of personnel.

17           **SECTION 3. Applicability.** This act applies to conduct occurring  
18 on or after the effective date of this act.

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