

Second Regular Session
Seventy-third General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 22-0723.01 Richard Sweetman x4333

HOUSE BILL 22-1130

HOUSE SPONSORSHIP

Bockenfeld,

SENATE SPONSORSHIP

(None),

House Committees

State, Civic, Military, & Veterans Affairs

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING AN EXCEPTION TO THE REQUIREMENT THAT EMPLOYERS**
102 **PROVIDE SICK LEAVE TO THEIR EMPLOYEES, WHICH EXCEPTION**
103 **APPLIES ONLY TO EMPLOYERS THAT HAVE LESS THAN A CERTAIN**
104 **NUMBER OF EMPLOYEES.**

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>.)

In 2020, the general assembly enacted, and the governor subsequently signed into law, Senate Bill 20-205 (SB20-205), which required that employers offer sick leave to their employees. SB20-205

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.

included an exception for employers with fewer than 16 employees, but the exception repealed January 1, 2022. The bill recreates this exception to apply in perpetuity.

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, 8-13.3-403, **amend**
3 (1) as follows:

4 **8-13.3-403. Paid sick leave - accrual - carry forward to**
5 **subsequent year - comparable leave provided by employer - no**
6 **payment for unused leave - rules.** (1) (a) ~~All~~ Employees working in
7 Colorado have the right to paid sick leave as specified in this part 4.

8 (b) ~~Repeated.~~ ON AND AFTER THE EFFECTIVE DATE OF THIS
9 SUBSECTION (1)(b), EACH EMPLOYER WITH SIXTEEN OR MORE EMPLOYEES
10 SHALL PROVIDE EACH EMPLOYEE PAID SICK LEAVE AS PROVIDED IN THIS
11 SECTION.

12 (c) ~~Effective January 1, 2022, each employer shall provide each~~
13 ~~employee paid sick leave as provided in this section.~~

14 **SECTION 2. Safety clause.** The general assembly hereby finds,
15 determines, and declares that this act is necessary for the immediate
16 preservation of the public peace, health, or safety.