

CHAPTER 274

LABOR AND INDUSTRY

SENATE BILL 22-097

BY SENATOR(S) Pettersen and Rodriguez, Buckner, Danielson, Jaquez Lewis, Kolker, Lee, Moreno, Story, Winter, Fenberg; also REPRESENTATIVE(S) Herod and Sullivan, Bacon, Bennett, 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.

AN ACT

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

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

SECTION 1. In Colorado Revised Statutes, 8-14.4-102, **amend** (1) and (2)(a) as follows:

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

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

SECTION 2. Appropriation. (1) For the 2022-23 state fiscal year, \$417,629 is appropriated to the department of labor and employment. This appropriation is from the general fund. To implement this act, the department may use this appropriation as follows:

Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.

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

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

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

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

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

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

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

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

Approved: May 31, 2022