



## Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

# Final Fiscal Note

**Drafting Number:** LLS 23-0052  
**Prime Sponsors:** Rep. Soper

**Date:** May 16, 2023  
**Bill Status:** Postponed Indefinitely  
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**Bill Topic:** STATUTE OF LIMITATIONS MINIMUM WAGE VIOLATIONS

**Summary of Fiscal Impact:** **No fiscal impact.** The bill established a statute of limitations for violations of minimum wage laws. It was assessed as having no fiscal impact.

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

**Fiscal Note Status:** The fiscal note reflects the introduced bill. This bill was postponed indefinitely by the House Judiciary Committee on February 14, 2023; therefore, the impacts identified in this analysis do not take effect.

## Summary of Legislation

Currently, an employee receiving less than their legal minimum wage is entitled to recover through civil action the unpaid balance of the full amount of such minimum wage, along with reasonable attorney fees and court costs. This bill specifies that actions brought for violations of minimum wage laws must be commenced within two years after the cause of action accrues or, for a willful violation, within three years after the cause of action accrues.

## Assessment of No Fiscal Impact

The bill is assessed as having no fiscal impact. It establishes a timeframe for minimum wage violation actions, and the fiscal note assumes that most actions are currently brought within two or three years. As a result, it is not expected to change the workload, revenue, or expenditures for any state or local government agencies, including the Department of Labor and Employment.

## Effective Date

The bill takes effect 90 days following adjournment of the General Assembly sine die, assuming no referendum petition is filed.

## State and Local Government Contacts

District Attorneys

Information Technology

Judicial

Labor

The revenue and expenditure impacts in this fiscal note represent changes from current law under the bill for each fiscal year. For additional information about fiscal notes, please visit: [leg.colorado.gov/fiscalnotes](http://leg.colorado.gov/fiscalnotes).