Second Regular Session Seventy-fourth General Assembly STATE OF COLORADO

REENGROSSED

This Version Includes All Amendments Adopted in the House of Introduction

LLS NO. 24-0800.01 Brita Darling x2241

HOUSE BILL 24-1132

HOUSE SPONSORSHIP

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House Committees

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Health & Human Services Finance Appropriations

A BILL FOR AN ACT

101 CONCERNING COMPREHENSIVE SUPPORT FOR ORGAN DONATION BY
102 LIVING ORGAN DONORS.

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.)

Section 1 of the bill creates the "CARE for Living Organ Donors Act" (act) to include benefits and recognition for living organ donors. The act includes:

- A list of provisions in current law, as well as in the bill, that may benefit a living organ donor;
- Certification of living organ donors by the department of

HOUSE rd Reading Unamended May 3, 2024

> HOUSE Amended 2nd Reading May 2, 2024

Shading denotes HOUSE amendment. <u>Double underlining denotes SENATE amendment.</u>

Capital letters or bold & italic numbers indicate new material to be added to existing law.

Dashes through the words or numbers indicate deletions from existing law.

- public health and environment to allow living organ donors to verify their status as living organ donors, which may be required for a benefit or recognition;
- Authorization for a health-care provider to make a qualified payment to a certified living organ donor or an individual who will become a certified living organ donor for expenses associated with a living organ donation; and
- Before performing an organ donation recovery operation on a living organ donor donating an organ without an intended recipient, a requirement that a transplant center participate in a national-level organ voucher program or have its own internal organ voucher program that satisfies specified requirements.

Section 3 prohibits an employer from intimidating, threatening, coercing, discriminating, or retaliating against or taking an adverse action against an employee who is or becomes a living organ donor.

Section 5 designates April 11 each year as "Living Organ Donor Recognition Day".

Sections 6 and 7 create:

- The organ donation qualified payment tax credit, which allows a health-care provider that makes a qualified payment to a certified living organ donor for certain expenses related to organ donation to claim a refundable credit equal to the total amount of the qualified payment; and
- The living organ donor tax credit, which allows a certified living organ donor to claim a refundable credit equal to the total amount of qualified expenses the donor incurred in connection with an organ donation, up to \$40,000.

Sections 8 and 9 create a distinctive special license plate for living organ donors featuring the statement "Living Organ Donor".

Sections 2 and 4 of the bill make technical amendments to or relocate current law.

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

SECTION 1. In Colorado Revised Statutes, add with amended

and relocated provisions article 59 to title 25 as follows:

ARTICLE 59

Living Organ Donation

25-59-101. Short title. THE SHORT TITLE OF THIS ARTICLE 59 IS

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1	THE "COMPREHENSIVE ASSISTANCE, RECOGNITION, AND EMPOWERMENT
2	(CARE) FOR LIVING ORGAN DONORS ACT" OR "CARE FOR LIVING
3	ORGAN DONORS ACT".
4	25-59-102. Legislative declaration. (1) The General Assembly
5	FINDS AND DECLARES THAT:
6	(a) THE EXTRAORDINARY GIFT OF LIVING ORGAN DONATION HAS
7	A TRANSFORMATIVE IMPACT ON A RECIPIENT'S LIFE, OFTEN PROVIDING A
8	REPRIEVE FROM EXHAUSTIVE MEDICAL TREATMENTS AND SIGNIFICANTLY
9	IMPROVING THE QUALITY AND LENGTH OF LIFE OF THE RECIPIENT;
10	(b) Despite the commendable rise in living organ
11	DONATIONS, A CRITICAL SHORTAGE REMAINS, WITH COUNTLESS
12	INDIVIDUALS ON TRANSPLANT WAITING LISTS. THIS SITUATION CAN BE
13	AMELIORATED BY FACILITATING THE DONATION PROCESS AND PROVIDING
14	ROBUST SUPPORT TO DONORS.
15	(c) LIVING ORGAN DONORS WILLINGLY ACCEPT THE PERSONAL AND
16	MEDICAL BURDENS ASSOCIATED WITH THE ORGAN DONATION PROCESS,
17	INCLUDING UNDERGOING COMPREHENSIVE AND INVASIVE MEDICAL
18	EVALUATIONS, FACING THE INHERENT RISKS OF SURGERIES, AND ENDURING
19	THE PHYSICAL AND EMOTIONAL CHALLENGES OF POSTOPERATIVE
20	RECOVERY;
21	(d) Living organ donors may be required to make
22	SUBSTANTIAL FINANCIAL SACRIFICES, INCLUDING SUFFERING A LOSS OF
23	INCOME DURING RECOVERY, INCURRING EXPENSES FOR TRAVEL,
24	ACCOMMODATIONS, AND CHILD CARE OR ELDER CARE DURING
25	HOSPITALIZATION OR RECOVERY, AND FACING THE POTENTIAL FOR
26	LONG-TERM FINANCIAL IMPLICATIONS RELATED TO MEDICAL CARE;
27	(e) Notwithstanding the willingness of donors to

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1	CONTRIBUTE TO THE PUBLIC GOOD, THE POTENTIAL FOR EMPLOYMENT
2	DISCRIMINATION AND RETALIATION POST-DONATION, INCLUDING JOB
3	INSECURITY, DEMOTIONS, OR UNWARRANTED DISCIPLINARY ACTIONS, CAN
4	BE A SIGNIFICANT DETERRENT TO PROSPECTIVE LIVING ORGAN DONORS;
5	(f) THERE ARE SIGNIFICANT SOCIETAL BENEFITS TO FACILITATING
6	LIVING ORGAN DONATION, WHICH NOT ONLY SAVES LIVES, BUT ALSO
7	REDUCES THE OVERALL HEALTH-CARE COSTS ASSOCIATED WITH
8	LONG-TERM TREATMENTS FOR END-STAGE ORGAN DISEASE, SUCH AS
9	DIALYSIS FOR KIDNEY FAILURE, THAT ARE OFTEN MORE COSTLY AND LESS
10	EFFECTIVE THAN TRANSPLANTATION;
11	(g) It is within the power and responsibility of the general
12	ASSEMBLY TO ENACT MEASURES THAT ALLEVIATE THE BURDENS BORNE BY
13	LIVING ORGAN DONORS AND TO ENSURE THAT THEY ARE NOT PENALIZED
14	OR PLACED AT A DISADVANTAGE FOR THEIR ALTRUISTIC ACTS;
15	(h) By supporting Living organ donors, Colorado not only
16	INVESTS IN THE HEALTH AND WELL-BEING OF ITS CITIZENS, BUT ALSO
17	FOSTERS A CULTURE OF GENEROSITY AND CIVIC RESPONSIBILITY,
18	PROMOTING THE WELFARE OF THE COMMUNITY AT LARGE; AND
19	(i) Colorado's commitment to providing comprehensive
20	SUPPORT, INCLUDING EMPLOYMENT PROTECTIONS AND THE REMOVAL OF
21	FINANCIAL BARRIERS, IN ADDITION TO OTHER EFFORTS THAT RECOGNIZE
22	A LIVING ORGAN DONOR'S PERSONAL AND FINANCIAL SACRIFICE,
23	EMPOWERS MORE COLORADANS TO CONSIDER THE NOBLE ACT OF LIVING
24	ORGAN DONATION.
25	(2) THE GENERAL ASSEMBLY FURTHER FINDS AND DECLARES THAT
26	THE ENACTMENT OF THE "CARE FOR LIVING ORGAN DONORS ACT" WILL
27	ADDRESS THE CRITICAL NEEDS OF LIVING ORGAN DONORS PROVIDE

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1	NECESSARY PROTECTIONS FOR LIVING ORGAN DONORS, REMOVE BARRIERS
2	TO LIVING ORGAN DONATION, AND HONOR THOSE INDIVIDUALS WHO
3	UNDERTAKE THIS GENEROUS ACT OF LIVING ORGAN DONATION THAT
4	ULTIMATELY BENEFITS SOCIETY BY INCREASING THE AVAILABILITY OF
5	ORGANS FOR TRANSPLANTATION AND AFFIRMING COLORADO'S
6	COMMITMENT TO THE HEALTH AND DIGNITY OF ITS RESIDENTS.
7	25-59-103. Definitions. As used in this article 59 , unless the
8	CONTEXT OTHERWISE REQUIRES:
9	
10	(1) "DEPARTMENT" MEANS THE DEPARTMENT OF PUBLIC HEALTH
11	AND ENVIRONMENT.
12	(2) "HEALTH-CARE PROVIDER" MEANS A HOSPITAL OR OTHER
13	HEALTH FACILITY LICENSED OR CERTIFIED PURSUANT TO SECTION
14	25-1.5-103 (1)(a).
15	(3) "HEALTH-CARE SERVICES RELATED TO LIVING ORGAN
16	DONATION" MEANS AN ORGAN DONATION RECOVERY OPERATION AND ALL
17	SERVICES REQUIRED BEFORE AND AFTER THE OPERATION.
18	(4) "LIVING ORGAN DONATION" MEANS THE DONATION OF AN
19	ORGAN BY A LIVING ORGAN DONOR.
20	(5) "LIVING ORGAN DONOR" MEANS A LIVING INDIVIDUAL WHO
21	HAS DONATED ALL OR PART OF AN ORGAN.
22	(6) "Major surgery" means a:
23	(a) SURGICAL INTERVENTION THAT PENETRATES OR EXPOSES A
24	BODY CAVITY;
25	(b) PROCEDURE THAT HAS THE POTENTIAL FOR INDUCING
26	PERMANENT ANATOMIC OR PHYSIOLOGIC IMPAIRMENT; OR
27	(c) Procedure associated with orthopedics or extensive

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1	TISSUE DISSECTION OR TRANSECTION.
2	
3	(7) "Nondirected living organ donor" means a living
4	ORGAN DONOR WHO DOES NOT HAVE AN INTENDED RECIPIENT OF THE
5	DONATED ORGAN AT THE TIME OF THE DONATION.
6	(8) "Organ" means all or part of a kidney, a lung, the
7	LIVER, THE PANCREAS, THE INTESTINE, OR ANY OTHER ORGAN THAT
8	REQUIRES MAJOR SURGERY TO BE DONATED AND THAT, WHEN DONATED,
9	MAY LEAD TO A LIFE-SAVING ORGAN DONATION, AS DETERMINED BY THE
10	DEPARTMENT.
11	(9) "Organ donation recovery operation" means a
12	PROCEDURE TO RECOVER AN ORGAN FROM A LIVING ORGAN DONOR.
13	(10) "Organ voucher program" means a program, as
14	DEFINED BY EACH ORGANIZATION OFFERING A PROGRAM, THAT ALLOWS
15	A NONDIRECTED LIVING ORGAN DONOR TO DESIGNATE INDIVIDUALS TO BE
16	VOUCHER HOLDERS WHO WILL BE PRIORITIZED FOR A VIABLE ORGAN
17	TRANSPLANT FROM ANOTHER NONDIRECTED LIVING ORGAN DONOR IF THE
18	VOUCHER HOLDER IS PLACED ON A TRANSPLANT WAITING LIST AND
19	ANOTHER VOUCHER HOLDER HAS NOT ALREADY REDEEMED A VOUCHER.
20	
21	(11) "TRANSPLANT CENTER" MEANS A HEALTH-CARE PROVIDER
22	THAT PERFORMS ORGAN DONATION RECOVERY OPERATIONS OR
23	TRANSPLANTATION OF ORGANS RECOVERED FROM A LIVING ORGAN
24	DONOR.
25	25-59-104. Organ donation - benefits and recognition -
26	legislative declaration. (1) LIVING ORGAN DONORS MAY BENEFIT FROM
27	THE FOLLOWING:

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1	(a) PURSUANT TO SECTION 8-2-132, A PROHIBITION AGAINST AN
2	EMPLOYER INTIMIDATING, THREATENING, COERCING, DISCRIMINATING, OR
3	RETALIATING AGAINST OR TAKING AN ADVERSE ACTION AGAINST AN
4	EMPLOYEE WHO IS OR BECOMES A LIVING ORGAN DONOR;
5	(b) Pursuant to Section 10-1-142, a prohibition against an
6	INSURER DENYING OR LIMITING COVERAGE OR INCREASING PREMIUMS FOR
7	A POLICY OR CONTRACT FOR LIFE INSURANCE, DISABILITY INCOME
8	INSURANCE, HEALTH INSURANCE, OR LONG-TERM CARE INSURANCE DUE
9	TO THE STATUS OF THE PERSON AS A LIVING ORGAN DONOR;
10	(c) Pursuant to section 10-16-104 (24), mandatory
11	COVERAGE UNDER INDIVIDUAL AND GROUP HEALTH BENEFIT PLANS FOR
12	HEALTH-CARE SERVICES RELATED TO LIVING ORGAN DONATION;
13	(d) Pursuant to Section 24-11-117, the establishment of
14	THE ELEVENTH DAY OF APRIL EACH YEAR AS "LIVING ORGAN DONOR
15	RECOGNITION DAY";
16	
17	(e) Pursuant to Section 25-59-106, a prohibition against a
18	HEALTH-CARE PROVIDER BILLING OR CHARGING A LIVING ORGAN DONOR
19	FOR ANY COSTS ASSOCIATED WITH PROVIDING HEALTH-CARE SERVICES
20	RELATED TO LIVING ORGAN DONATION; AND
21	(f) Pursuant to Section 25-59-107, a requirement that a
22	TRANSPLANT CENTER ADVISE A POTENTIAL NONDIRECTED LIVING ORGAN
23	DONOR, PRIOR TO PERFORMING AN ORGAN DONATION RECOVERY
24	OPERATION, THAT AN ORGAN VOUCHER PROGRAM, AS DEFINED BY EACH
25	ORGANIZATION OFFERING A PROGRAM, MAY BE AVAILABLE FOR THE
26	SPECIFIC ORGAN.
27	

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1	(2) THE GENERAL ASSEMBLY FINDS AND DECLARES THAT NONE OF
2	THE BENEFITS DESCRIBED IN SUBSECTION (1) OF THIS SECTION ARE
3	VALUABLE CONSIDERATION, AS DEFINED IN 42 U.S.C. SEC. 274e, AS
4	AMENDED.
5	
6	25-59-106. [Formerly 25-1.5-116 (1)] Costs associated with
7	living organ donation. On and after January 1, 2022, a hospital or other
8	health facility licensed or certified pursuant to section 25-1.5-103 (1)
9	HEALTH-CARE PROVIDER shall not bill or charge a living organ donor for
10	any costs associated with providing the health-care services related to
11	living organ donation.
12	25-59-107. Organ transplantation - transplant center -
13	required notice to nondirected living organ donors. (1) PRIOR TO
14	CONDUCTING AN ORGAN DONATION RECOVERY OPERATION ON A
15	NONDIRECTED LIVING ORGAN DONOR, A TRANSPLANT CENTER SHALL
16	ADVISE THE POTENTIAL DONOR OF THE FOLLOWING INFORMATION:
17	(a) That the transplant center or another transplant
18	CENTER IN COLORADO HAS OR MAY HAVE AN ORGAN VOUCHER PROGRAM;
19	AND
20	(b) THAT A NATIONAL-LEVEL ORGAN VOUCHER PROGRAM EXISTS
21	OR MAY EXIST FOR THE ORGAN BEING DONATED.
22	
23	(2) A TRANSPLANT CENTER SHALL ALSO PROVIDE TO ALL ORGAN
24	DONORS AND ORGAN RECIPIENTS INFORMATION ABOUT BENEFITS THAT
25	MAY BE AVAILABLE TO ORGAN DONORS AND ORGAN RECIPIENTS AT EACH
26	TRANSPLANT CENTER IN COLORADO, INCLUDING THROUGH PARTNERING
27	ORGANIZATIONS AND OTHERS. THE INFORMATION PROVIDED MUST

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1	INCLUDE, AT A MINIMUM, INFORMATION ABOUT AVAILABLE RESOURCES,
2	SUPPORTIVE CARE AND SERVICES, LEGAL OR OTHER PROTECTIONS, AND
3	REIMBURSEMENT FOR LOST WAGES, TRAVEL, LODGING, OR DEPENDENT
4	CARE. TRANSPLANT CENTERS SHALL UPDATE THE INFORMATION PROVIDED
5	AT LEAST ANNUALLY.
6	(3) AT LEAST TWO TIMES PRIOR TO AN ORGAN DONATION, THE
7	FIRST OF WHICH MUST BE WITHIN TWENTY-FOUR HOURS AFTER A
8	POTENTIAL ORGAN DONOR'S INITIAL SCREENING, A TRANSPLANT CENTER
9	SHALL PROVIDE TO THE POTENTIAL ORGAN DONOR THE INFORMATION
10	REQUIRED PURSUANT TO SUBSECTIONS (1) AND (2) OF THIS SECTION.
11	SECTION 2. Repeal of relocated and nonrelocated provisions
12	in this act. In Colorado Revised Statutes, repeal 25-1.5-116; except that
13	25-1.5-116 (2) is not relocated.
14	SECTION 3. In Colorado Revised Statutes, add 8-2-132 as
15	follows:
16	8-2-132. Prohibition on employers - living organ donation -
17	retaliation - adverse action - civil action - penalty for violation -
18	definitions. (1) As used in this section, unless the context
19	OTHERWISE REQUIRES:
20	(a) "ADVERSE ACTION" MEANS:
21	(I) DEMOTION; REASSIGNMENT TO A LOWER-RANKED POSITION OR
22	TO A POSITION WITH A LOWER LEVEL OF COMPENSATION; DECREASE IN
23	COMPENSATION LEVEL; DENIAL OF PROMOTION; REDUCTION IN WORKING
24	CONDITIONS OR PERKS, PRIVILEGES, LOCATION, OR STATUS; OR
25	TERMINATION OF EMPLOYMENT; OR
26	(II) ANY OTHER DECISION FOR EMPLOYMENT PURPOSES THAT
27	ADVERSELY AFFECTS AN EMPLOYEE THAT DOES NOT APPLY TO OTHER

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1	SIMILARLY SITUATED EMPLOYEES OR IS APPLIED DIFFERENTLY TO AN
2	EMPLOYEE WHO IS A LIVING ORGAN DONOR.
3	(b) "Employee" means every person who may be permitted,
4	REQUIRED, OR DIRECTED BY ANY EMPLOYER IN CONSIDERATION OF DIRECT
5	OR INDIRECT GAIN OR PROFIT TO ENGAGE IN ANY EMPLOYMENT.
6	(c) "EMPLOYER" MEANS AN INDIVIDUAL OR ENTITY THAT:
7	(I) TRANSACTS BUSINESS IN COLORADO;
8	(II) AT ANY TIME, EMPLOYS ANOTHER PERSON TO PERFORM
9	SERVICES OF ANY NATURE; AND
10	(III) HAS CONTROL OF THE PAYMENT OF WAGES OR OTHER
11	COMPENSATION FOR SUCH SERVICES OR IS THE OFFICER, AGENT, OR
12	EMPLOYEE OF THE PERSON HAVING CONTROL OF THE PAYMENT OF WAGES
13	OR OTHER COMPENSATION FOR SUCH SERVICES.
14	(d) "LIVING ORGAN DONOR" HAS THE MEANING SET FORTH IN
15	SECTION 25-59-103 (5).
16	(e) "ORGAN DONATION RECOVERY OPERATION" HAS THE MEANING
17	SET FORTH IN SECTION 25-59-103 (9).
18	(f) "PROHIBITED PERIOD" MEANS:
19	(I) The thirty-day period before an employee's organ
20	DONATION RECOVERY OPERATION, WITH RESPECT TO EMPLOYEE ACTIONS
21	NECESSARY FOR A SUCCESSFUL ORGAN DONATION RECOVERY OPERATION,
22	AS DETERMINED BY A HEALTH-CARE PROVIDER PERFORMING OR
23	FACILITATING THE ORGAN DONATION RECOVERY OPERATION; AND
24	(II) THE NINETY-DAY PERIOD AFTER AN EMPLOYEE HAS AN ORGAN
25	DONATION RECOVERY OPERATION.
26	(2) AN EMPLOYER SHALL NOT INTIMIDATE, THREATEN, COERCE, OR
2.7	IN ANY MANNER DISCRIMINATE OR RETALIATE AGAINST OR TAKE ANY

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1	ADVERSE ACTION AGAINST AN EMPLOYEE WHO IS OR BECOMES A LIVING
2	ORGAN DONOR.
3	(3) Nothing in this section requires an employer to allow
4	A LIVING ORGAN DONOR TO TAKE ANY UNPAID LEAVE THAT THE LIVING
5	ORGAN DONOR HAS NOT ALREADY ACCRUED UNDER THE EMPLOYER'S
6	EXISTING POLICIES APPLICABLE TO SIMILARLY SITUATED EMPLOYEES OR
7	THAT IS NOT REQUIRED UNDER ANY OTHER APPLICABLE LAW.
8	(4) THERE IS A REBUTTABLE PRESUMPTION THAT AN EMPLOYER
9	HAS ENGAGED IN AN ACTION DESCRIBED IN SUBSECTION (2) OF THIS
10	SECTION IF THE ACTION IS TAKEN AGAINST AN EMPLOYEE DURING THE
11	PROHIBITED PERIOD. THE EMPLOYER MUST OVERCOME THE PRESUMPTION
12	BY CLEAR AND CONVINCING EVIDENCE THAT THE PROHIBITED ACT WAS
13	TAKEN FOR A LAWFUL REASON.
14	(5) (a) AN EMPLOYEE WHO ALLEGES A VIOLATION OF THIS SECTION
15	MAY FILE A CIVIL ACTION IN A COURT OF COMPETENT JURISDICTION
16	AGAINST THE EMPLOYER ALLEGED TO HAVE VIOLATED THIS SECTION TO
17	SEEK LEGAL AND EQUITABLE RELIEF AS APPROPRIATE TO REMEDY THE
18	VIOLATION, INCLUDING:
19	(I) BACK PAY;
20	(II) REINSTATEMENT OF EMPLOYMENT OR, IF REINSTATEMENT IS
21	NOT FEASIBLE, FRONT PAY;
22	(III) THE PAYMENT OF WAGES UNLAWFULLY WITHHELD,
23	INCLUDING INTEREST ON THOSE WAGES;
24	(IV) MONETARY PENALTIES;
25	(V) FINES;
26	(VI) INJUNCTIVE RELIEF; AND
27	(VII) ANY OTHER APPROPRIATE REMEDY.

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1	(b) If the EMPLOYEE PREVAILS IN A CIVIL ACTION BROUGHT
2	PURSUANT TO THIS SECTION, THE COURT SHALL AWARD THE EMPLOYEE
3	REASONABLE ATTORNEY FEES AND COSTS.
4	(c) NOTHING IN THIS SECTION PRECLUDES AN EMPLOYEE FROM
5	ASSERTING ANY OTHER AVAILABLE STATUTORY OR COMMON-LAW CLAIMS.
6	SECTION 4. In Colorado Revised Statutes, 10-16-104, amend
7	(24)(a)(II) and (24)(b) as follows:
8	10-16-104. Mandatory coverage provisions - definitions - rules
9	- applicability. (24) Living organ donation. (a) (II) The health benefit
10	plan shall not impose any deductibles, copayments, coinsurance, benefit
11	maximums, waiting periods, or other limitations on coverage for the
12	HEALTH-CARE SERVICES RELATED TO living organ donation.
13	(b) As used in this subsection (24):
14	(I) "Health-care services" "Health-care services related to
15	LIVING ORGAN DONATION" means a procedure to harvest an organ of a
16	living organ donor AN ORGAN DONATION RECOVERY OPERATION and all
17	services required before and after the procedure OPERATION.
18	(II) "Living organ donor" means a living person INDIVIDUAL who
19	has donated all or part of an organ.
20	(III) "ORGAN DONATION RECOVERY OPERATION" MEANS A
21	PROCEDURE TO RECOVER AN ORGAN FROM A LIVING ORGAN DONOR.
22	SECTION 5. In Colorado Revised Statutes, add 24-11-117 as
23	follows:
24	24-11-117. Living Organ Donor Recognition Day. THE
25	ELEVENTH DAY OF APRIL EACH YEAR IS KNOWN AS "LIVING ORGAN
26	DONOR RECOGNITION DAY". APPROPRIATE OBSERVANCE MAY BE HELD
27	BY THE PUBLIC AND IN ALL PUBLIC SCHOOLS OF THE STATE.

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2	SECTION 6. Safety clause. The general assembly finds
3	determines, and declares that this act is necessary for the immediate
4	preservation of the public peace, health, or safety or for appropriations
5	for the support and maintenance of the departments of the state and state
6	institutions.

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