



Legislative Council Staff
Nonpartisan Services for Colorado's Legislature

Final Fiscal Note

Drafting Number:	LLS 24-0800	Date:	August 6, 2024
Prime Sponsors:	Rep. Rutinel; Bradfield Sen. Buckner	Bill Status:	Signed into Law
		Fiscal Analyst:	Kristine McLaughlin 303-866-4776 Greg Sobetski 303-866-4105

Bill Topic: **SUPPORT FOR LIVING ORGAN DONORS**

Summary of Fiscal Impact:	<input type="checkbox"/> State Revenue	<input type="checkbox"/> State Transfer	<input type="checkbox"/> Local Government
	<input checked="" type="checkbox"/> State Expenditure	<input type="checkbox"/> TABOR Refund	<input type="checkbox"/> Statutory Public Entity

The bill creates the Care for Living Organ Donors Act. The bill minimally increases state workload on an ongoing basis.

Appropriation Summary: No appropriation is required.

Fiscal Note Status: The final fiscal note reflects the enacted bill.

Summary of Legislation

The bill prohibits employers from demoting or otherwise taking adverse action against an employee 30 days before or 90 days after they become a living organ donor unless the employer has clear and convincing evidence that the action would apply to similar employees and was otherwise lawful. Violations may be addressed through civil court.

Additionally, the bill places discourse requirements on transplant centers and makes April 11th Organ Donor Recognition Day.

State Expenditures

Workload will minimally increase in the following state agencies to ensure compliance with the new requirements.

Department of Regulatory Agencies. Workload will minimally increase for the Department of Regulatory Agencies to conduct outreach and education regarding the disclosure requirements. Given that there are only four transplant centers in Colorado, no change in appropriations is required.

Judicial Department. To the extent that disputes around employer retaliation or non-compliance with any other provision of the bill arise, workload may increase as a result of increased civil case filings with trial courts; however, high compliance with the provisions of the bill is assumed, so any workload increase is expected to be minimal.

Department of Labor and Employment. While the bill does not grant the Department of Labor and Employment specific enforcement authority regarding the employer prohibitions outlined in the bill, workload may increase in the Division of Labor Standards and Statistics (DLSS) to receive and respond to additional complaints under the bill. It is assumed that this work can be accomplished within current resources.

Effective Date

This bill was signed into law by the Governor and took effect on June 3, 2024.

State and Local Government Contacts

Corrections	Counties	County Clerks
Health Care Policy and Financing	Higher Education	Information Technology
Judicial	Labor	Personnel
Public Health and Environment	Regulatory Agencies	Revenue
State Auditor	Transportation	

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 the [General Assembly website](#).