



Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

Revised Fiscal Note

(replaces fiscal note dated April 12, 2024)

Table with 4 columns: Drafting Number, Prime Sponsors, Date, Bill Status, Fiscal Analyst. Values include LLS 24-0800, Rep. Rutinel; Bradfield; Sen. Buckner, May 5, 2024, Senate Appropriations, and analyst names.

Bill Topic: SUPPORT FOR LIVING ORGAN DONORS

Table with 3 columns: Summary of Fiscal Impact, State Revenue, State Transfer, Local Government, State Expenditure, TABOR Refund, 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 revised fiscal note reflects the reengrossed 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.

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.

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

The bill takes effect upon signature of the Governor, or upon becoming law without his signature.

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](#).