



Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

Fiscal Note

Drafting Number:	LLS 24-1189	Date:	May 4, 2024
Prime Sponsors:	Sen. Rodriguez	Bill Status:	Senate Finance
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Bill Topic: PUBLIC EMPLOYEES' WORKPLACE PROTECTIONS

Summary of Fiscal Impact: **No fiscal impact.** The bill clarifies definitions and protections for public workers. It is assessed as having no fiscal impact.

Appropriation Summary: No appropriation is required.

Fiscal Note Status: The fiscal note reflects the introduced bill.

Summary of Legislation

The bill clarifies definitions in the "Protection for Public Workers Act," which was adopted in [Senate Bill 23-111](#). It clarifies that protected, concerted activity for the purpose of mutual aid or protection does not include the right or obligation to recognize or negotiate a collective bargaining agreement, and does not include activities of confidential or managerial public employees. In addition, the bill modifies the applicability of a public employer's authority to limit the rights of public employees in certain circumstances.

Assessment of No Fiscal Impact

The bill makes clarifications to the existing definitions and modifications to the scope of protections for public workers. These changes are not anticipated to change the number or scope of investigations undertaken by the Colorado Department of Labor Employment, or otherwise have an impact on state or local government revenue or expenditures. For this reason, the bill is assessed as having no fiscal impact.

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

Labor

Law

Personnel

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](#).