

Second Regular Session
Seventy-fourth General Assembly
STATE OF COLORADO

DRAFT
10/9/23

Bill 4

LLS NO. 24-0316.01 Yelana Love x2295

INTERIM COMMITTEE BILL

Opioid and Other Substance Use Disorders Study Committee

BILL TOPIC: Substance Use Disorders Recovery

A BILL FOR AN ACT

101 **CONCERNING RECOVERY FROM SUBSTANCE USE DISORDERS.**

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/>.)

Opioid and Other Substance Use Disorders Study Committee.
Section 1 of the bill implements a voluntary designation process for recovery-friendly workplaces.

Currently, a recovery community organization may receive grants through the recovery support services grant program, which specifies how the money may be used. **Section 2** specifies that the specified uses of the grant money are the only acceptable uses of the grant money.

Section 3 declares that recovery residences, sober living facilities,

*Capital letters or bold & italic numbers indicate new material to be added to existing law.
Dashes through the words indicate deletions from existing law.*

and sober homes are a residential use of land for zoning purposes.

Section 4 creates a tax credit for employers that are certified recovery-ready workplaces.

Sections 5 and 6 place restrictions on where liquor-licensed drugstores and fermented malt beverage and wine retailers may display alcohol beverages on the stores' licensed premises.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** part 3 to article
3 2 of title 8 as follows:

4 PART 3

5 RECOVERY-FRIENDLY WORKPLACES

6 **8-2-301. Definitions.** AS USED IN THIS PART 3, UNLESS THE
7 CONTEXT OTHERWISE REQUIRES:

8 (1) "CERTIFIED RECOVERY-READY WORKPLACE" MEANS A
9 WORKPLACE THAT MEETS THE CRITERIA FOR CERTIFICATION AS
10 ESTABLISHED BY THIS PART 3, ATTAINS DESIGNATION AS CERTIFIED BY THE
11 RECOVERY-READY WORKPLACE PROGRAM, AND RECEIVES WRITTEN
12 DOCUMENTATION FROM THE PROGRAM OF SUCH DESIGNATION.

13 (2) "CO-OCCURRING DISORDER" MEANS THE COEXISTENCE OF BOTH
14 A MENTAL HEALTH AND A SUBSTANCE USE DISORDER IN AN INDIVIDUAL.

15 (3) "DEPARTMENT" MEANS THE DEPARTMENT OF LABOR AND
16 EMPLOYMENT.

17 (4) "EMPLOYEE" MEANS ANY PERSON WHO WORKS FOR SALARY,
18 WAGES, OR OTHER REMUNERATION FOR AN EMPLOYER SUBJECT TO THE
19 PROVISIONS OF THIS PART 3 AND INCLUDES INDIVIDUALS IN MANAGERIAL
20 POSITIONS, THOSE WORKING FOR OR ON BEHALF OF THE STATE,
21 CONTRACTORS, AND INDIVIDUALS IN WORK-FROM-HOME POSITIONS.

22 (5) "EMPLOYER" MEANS ANY PUBLIC OR PRIVATE PERSON OR

1 ENTITY THAT HAS ONE OR MORE EMPLOYEES WHO ARE RESIDENTS OF THE
2 STATE AND WHO ARE COVERED BY THE "WORKERS' COMPENSATION ACT
3 OF COLORADO", ARTICLES 40 TO 47 OF THIS TITLE 8, OR THAT CONDUCTS
4 BUSINESS IN OR WITHIN THE STATE. "EMPLOYER" INCLUDES THE STATE
5 AND ANY DEPARTMENT, AGENCY, OR INSTRUMENTALITY OF THE STATE;
6 ANY COUNTY; ANY MUNICIPAL CORPORATION; AND ANY EMPLOYER THAT
7 IS SELF-INSURED. A SINGLE EMPLOYER MAY HAVE MULTIPLE WORKPLACES.

8 (6) "LIVED EXPERIENCE" MEANS HAVING FIRST-HAND EXPERIENCE
9 LIVING WITH A SUBSTANCE USE OR MENTAL HEALTH DISORDER AND THE
10 ASSOCIATED CHALLENGES.

11 (7) "MENTAL HEALTH DISORDER" MEANS A SYNDROME
12 CHARACTERIZED BY A CLINICALLY SIGNIFICANT DISTURBANCE IN AN
13 INDIVIDUAL'S COGNITION, EMOTION REGULATION, OR BEHAVIOR THAT
14 REFLECTS A DYSFUNCTION IN THE PSYCHOLOGICAL, BIOLOGICAL, OR
15 DEVELOPMENTAL PROCESSES UNDERLYING MENTAL FUNCTIONING.

16 (8) "PARTICIPANT" MEANS A WORKPLACE THAT MEETS THE
17 CRITERIA FOR PARTICIPANT STATUS AS ESTABLISHED BY THIS PART 3,
18 ATTAINS DESIGNATION AS A PARTICIPANT BY THE RECOVERY-READY
19 WORKPLACE PROGRAM, AND RECEIVES DOCUMENTATION FROM THE
20 PROGRAM OF SUCH DESIGNATION.

21 (9) "PREVENTION" MEANS THE PREVENTION OF SUBSTANCE MISUSE
22 THROUGH STRATEGIES DESIGNED TO REDUCE THE RISK OF INJURY AND
23 STRESS IN THE WORKPLACE AND ADDRESS OTHER FACTORS THAT MAY
24 INCREASE THE RISK OF SUBSTANCE MISUSE AND THROUGH TRAINING AND
25 EDUCATION TO BUILD SUBSTANCE USE DISORDER AND RECOVERY
26 LITERACY.

27 (10) "RECOVERY" MEANS A PROCESS OF CHANGE THROUGH WHICH

1 INDIVIDUALS IMPROVE THEIR HEALTH AND WELLNESS, LIVE A
2 SELF-DIRECTED LIFE, AND STRIVE TO REACH THEIR FULL POTENTIAL.

3 (11) "RECOVERY-READY WORKPLACE ADVISOR" MEANS AN
4 INDIVIDUAL WHO IS AN EMPLOYEE OF OR CONTRACTOR FOR THE
5 RECOVERY-READY WORKPLACE PROGRAM AND WHOSE DUTIES INCLUDE
6 ASSISTING EMPLOYERS THROUGH THE PROCESS OF BECOMING A
7 RECOVERY-READY WORKPLACE PARTICIPANT OR A CERTIFIED
8 RECOVERY-READY WORKPLACE.

9 (12) "RECOVERY-READY WORKPLACE PROGRAM" OR "PROGRAM"
10 MEANS THE PROGRAM ESTABLISHED IN SECTION 8-2-302.

11 (13) "RECOVERY-READY WORKPLACE TASK FORCE" MEANS A TASK
12 FORCE ESTABLISHED BY AN EMPLOYER OR ITS EMPLOYEES THAT REFLECTS
13 DIFFERENT COMPONENTS OF THE WORKFORCE AND INCLUDES DIFFERENT
14 LEVELS OF STAFF TO LEAD RECOVERY-READY WORKPLACE POLICY
15 DEVELOPMENT AND IMPLEMENTATION AND TO CONTINUOUSLY REVIEW
16 AND UPDATE THE EMPLOYER'S POLICIES AND PRACTICES TO MAKE THEM
17 MORE RECOVERY-READY.

18 (14) "RECOVERY SUPPORT SERVICES" MEANS NONCLINICAL
19 SERVICES THAT ASSIST INDIVIDUALS IN ACHIEVING OR SUSTAINING
20 RECOVERY FROM A SUBSTANCE USE DISORDER AND MAY INCLUDE
21 MENTORSHIP, RECOVERY COACHING, INFORMATION SHARING, RECOVERY
22 PLANNING, AND LINKAGE TO SERVICES OR OTHER RESOURCES.

23 (15) "SUBSTANCE USE DISORDER" MEANS A PATTERN OF ALCOHOL
24 OR OTHER DRUG USE THAT LEADS TO CLINICAL OR FUNCTIONAL
25 IMPAIRMENT, IN ACCORDANCE WITH THE DEFINITION IN THE DIAGNOSTIC
26 AND STATISTICAL MANUAL OF MENTAL DISORDERS, FIFTH EDITION, OR IN
27 ANY SUBSEQUENT EDITIONS, AND INCLUDES ALCOHOL USE DISORDER,

1 OPIOID USE DISORDER, AND STIMULANT USE DISORDER.

2 (16) "WORKPLACE" MEANS ANY OFFICE, WAREHOUSE, BUILDING,
3 OR OTHER LOCATION, WHETHER PERMANENT OR TEMPORARY, WHERE AN
4 EMPLOYEE PERFORMS ANY WORK-RELATED DUTY OR DUTIES IN THE SCOPE
5 AND COURSE OF THE EMPLOYEE'S EMPLOYMENT. EMPLOYERS MAY HAVE
6 MORE THAN ONE WORKPLACE. "WORKPLACE" DOES NOT INCLUDE AN
7 EMPLOYEE'S RESIDENCE OR OTHER REMOTE WORK LOCATION. IF AN
8 EMPLOYER OPERATES EXCLUSIVELY THROUGH TELEWORK, THE
9 DESIGNATED WORKPLACE ADDRESS IS THE ADDRESS LISTED ON THE
10 EMPLOYER'S ARTICLES OF INCORPORATION FILED WITH THE SECRETARY OF
11 STATE, IF INCORPORATED IN THIS STATE, OR, IF NOT INCORPORATED IN THIS
12 STATE, THE ADDRESS OF THE EMPLOYER'S OFFICIAL HEADQUARTERS IN
13 THIS STATE.

14 **8-2-302. Recovery-ready workplace program - creation -**
15 **duties.** (1) THERE IS HEREBY ESTABLISHED A RECOVERY-READY
16 WORKPLACE PROGRAM. THE DEPARTMENT MAY CONTRACT WITH ONE OR
17 MORE PUBLIC OR PRIVATE ENTITIES TO PERFORM SOME OR ALL OF THE
18 DUTIES OUTLINED IN THIS PART 3 BUT SHALL MAINTAIN OVERSIGHT OF THE
19 PROGRAM. ANY SUCH PUBLIC OR PRIVATE ENTITY SHALL BE REQUIRED TO
20 MEET ALL REQUIREMENTS FOR CERTIFICATION AS A RECOVERY-READY
21 WORKPLACE.

22 (2) AT A MINIMUM, THE PROGRAM MUST:

23 (a) DEVELOP OR ADOPT A PROCESS THROUGH WHICH EMPLOYERS
24 MAY APPLY TO BECOME RECOVERY-READY WORKPLACE PARTICIPANTS OR
25 CERTIFIED AS RECOVERY-READY AS SET FORTH IN SECTION 8-2-303;

26 (b) DEVELOP OR ADOPT AN ORIENTATION PROCESS THAT INCLUDES
27 TRAINING MATERIALS FOR NEW EMPLOYERS THAT PROVIDES A BASELINE

1 INTRODUCTION TO SUBSTANCE USE DISORDERS, TREATMENT, AND
2 RECOVERY, INCLUDING INFORMATION ON THE SCIENCE OF ADDICTION,
3 STIGMA, SUBSTANCE USE IN THE WORKFORCE, PREVENTION MEASURES,
4 AVAILABLE LOCAL RESOURCES, AND THE WAYS IN WHICH EMPLOYERS CAN
5 AMEND AND IMPLEMENT RECOVERY-READY POLICIES AND PRACTICES TO
6 HELP THEIR EMPLOYEES WITH SUBSTANCE USE DISORDERS;

7 (c) PROVIDE CONSULTATION, GUIDANCE, TECHNICAL ASSISTANCE,
8 TRAINING AND EDUCATION, AND OTHER SUPPORT TO EMPLOYERS SEEKING
9 TO BECOME PARTICIPANTS OR CERTIFIED RECOVERY-READY WORKPLACES,
10 AS WELL AS TO CURRENT PARTICIPANTS AND CERTIFIED RECOVERY-READY
11 EMPLOYERS AND KEY STAKEHOLDERS WITHIN THE WORKPLACE, SUCH AS
12 HUMAN RESOURCES DIRECTORS AND UNION LEADERS;

13 (d) CONDUCT OUTREACH TO KEY STAKEHOLDERS WITHIN THE
14 STATE, INCLUDING EMPLOYERS THAT ARE NOT ENGAGED IN THE PROGRAM,
15 LABOR UNIONS, AND RECOVERY SUPPORT SERVICES ORGANIZATIONS TO
16 PROVIDE INFORMATION REGARDING THE PROGRAM AND PROGRAM
17 BENEFITS;

18 (e) DEPENDENT ON FUNDING, HIRE OR CONTRACT WITH AT LEAST
19 ONE RECOVERY-READY WORKPLACE ADVISOR FOR EVERY ONE HUNDRED
20 PARTICIPANTS AND CERTIFIED RECOVERY-READY WORKPLACES;

21 (f) ASSIGN A RECOVERY-READY WORKPLACE ADVISOR TO EACH
22 EMPLOYER THAT HAS SUBMITTED A LETTER OF INTENT WHO WILL:

23 (I) ASSIST EMPLOYERS THROUGH THE PROCESS OF BECOMING A
24 PARTICIPANT OR CERTIFIED RECOVERY-READY WORKPLACE;

25 (II) PROVIDE INFORMATION TO EMPLOYERS REGARDING THE STATE
26 AND FEDERAL LAWS AND REGULATIONS THAT IMPACT INDIVIDUALS WITH
27 SUBSTANCE USE DISORDERS, INCLUDING THE FEDERAL "AMERICANS WITH

1 DISABILITIES ACT OF 1990", 42 U.S.C. SEC. 12101 ET. SEQ.; STATE
2 DISABILITY LAWS; THE FEDERAL "FAMILY MEDICAL LEAVE ACT", 29
3 U.S.C. SECS. 2601 TO 2654; 42 CFR 2; AND THE FEDERAL "HEALTH
4 INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996", 42 U.S.C.
5 SEC. 201 ET SEQ., THROUGH THE PROVISION OF WRITTEN MATERIALS,
6 TRAINING, OR REFERRAL TO AN INDIVIDUAL OR ENTITY WITH THE
7 REQUISITE KNOWLEDGE;

8 (III) PROVIDE ONGOING ASSISTANCE TO EMPLOYERS BY:

9 (A) WORKING WITH EMPLOYERS TO REVIEW THE EMPLOYERS'
10 POLICIES AND PROCEDURES AND PROVIDING SUGGESTIONS TO MAKE SUCH
11 POLICIES AND PROCEDURES MORE RECOVERY-READY;

12 (B) REFERRING EMPLOYERS TO ORGANIZATIONS AND INDIVIDUALS
13 WITH SPECIALIZED KNOWLEDGE AND EXPERTISE THAT MAY ASSIST THE
14 EMPLOYER IN BECOMING OR MAINTAINING ITS STATUS AS
15 RECOVERY-READY OR IN REVISING ITS POLICIES OR PROCEDURES TO
16 BETTER ASSIST EMPLOYEES WITH SUBSTANCE USE DISORDERS, ADDRESSING
17 STIGMA AND BUILDING A RECOVERY-SUPPORTIVE WORKPLACE CULTURE,
18 OR IN PROVIDING EMPLOYEES ACCESS TO ADDITIONAL SERVICES AND
19 SUPPORTS; AND

20 (C) ENCOURAGING EMPLOYEE INVOLVEMENT IN THE EMPLOYER'S
21 PROCESS OF BECOMING A PARTICIPANT OR CERTIFIED RECOVERY-READY
22 WORKPLACE OR IN MAINTAINING SUCH STATUS, INCLUDING THROUGH
23 ACTIVITIES SUCH AS PARTICIPATING IN A RECOVERY-READY WORKPLACE
24 TASK FORCE, ORIENTING NEW EMPLOYEES ON THE EMPLOYER'S
25 RECOVERY-READY POLICIES, MONITORING THE IMPLEMENTATION PROCESS,
26 AND PROVIDING FEEDBACK ON THE EMPLOYER'S RECOVERY-READY
27 WORKPLACE EFFORTS; AND

1 (IV) ASSIST EMPLOYERS IN RENEWING THEIR STATUS AS A
2 PARTICIPANT OR CERTIFIED RECOVERY-READY WORKPLACE THROUGH THE
3 COMPLETION OF AN ANNUAL REVIEW AS SET FORTH IN SECTION 8-2-303
4 (5);

5 (g) PROVIDE EACH PARTICIPATING EMPLOYER WITH A CERTIFICATE
6 OR OTHER DOCUMENTATION EVIDENCING THE EMPLOYER'S STATUS AS A
7 PARTICIPANT OR AS A CERTIFIED RECOVERY-READY WORKPLACE, WHICH
8 MUST REFLECT THE NAME OF THE EMPLOYER, THE ADDRESS OF EACH
9 WORKPLACE COVERED BY THE CERTIFICATE, THE DATE THE CERTIFICATE
10 WAS ISSUED, AND THE DATE OF EXPIRATION;

11 (h) DEVELOP A RECOVERY-READY WORKPLACE PROGRAM WEBSITE
12 THAT PROVIDES RESOURCES AND INFORMATION ON SUBSTANCE USE IN THE
13 WORKPLACE TO EMPLOYERS, EMPLOYEES, AND THE GENERAL PUBLIC OR
14 INCORPORATE SUCH INFORMATION INTO THE DEPARTMENT'S EXISTING
15 WEBSITE;

16 (i) DEVELOP OR ADOPT ALREADY EXISTING EDUCATIONAL AND
17 TRAINING RESOURCES FOR EMPLOYERS AND EMPLOYEES THAT MUST BE
18 POSTED TO THE PROGRAM WEBSITE AND MUST INCLUDE MATERIALS SUCH
19 AS GUIDELINE DOCUMENTS, FLYERS, POSTERS, WEBINARS, PANEL
20 DISCUSSIONS, ONLINE INTERACTIVE MODULES, AND TRAINING MODULES
21 TAILORED TO SPECIFIC EMPLOYERS OR INDUSTRIES AND MAY INCLUDE
22 INTERACTIVE CLASSROOM-BASED TRAINING;

23 (j) DEVELOP OR ADOPT ALREADY EXISTING MODEL
24 RECOVERY-READY POLICIES AND PROCEDURES FOR USE BY EMPLOYERS;
25 AND

26 (k) COMPILE THE INFORMATION TO BE SUBMITTED TO THE
27 DEPARTMENT PURSUANT TO SECTION 8-2-304 (2)(b).

1 **8-2-303. Recovery-ready workplace program - participants -**
2 **certified recovery-ready workplaces - requirements - renewal -**
3 **termination.** (1) AN EMPLOYER SEEKING TO PARTICIPATE IN THE

4 RECOVERY-READY WORKPLACE PROGRAM MAY CHOOSE TO DO SO AS A
5 PARTICIPANT OR AS A CERTIFIED RECOVERY-READY WORKPLACE.

6 (2) (a) TO BECOME A PARTICIPANT IN THE PROGRAM, AN EMPLOYER
7 MUST:

8 (I) SUBMIT OF A LETTER OF INTENT TO THE PROGRAM IN A FORM
9 AND MANNER PRESCRIBED BY THE PROGRAM THAT MUST INCLUDE, AT A
10 MINIMUM, THE NAME AND ADDRESS OF THE EMPLOYER AND, IF THE
11 EMPLOYER HAS MORE THAN ONE WORKPLACE, THE STREET ADDRESS OF
12 EACH WORKPLACE TO WHICH THE LETTER OF INTENT APPLIES;

13 (II) COMPLETE THE ORIENTATION PROCESS AS REQUIRED BY THE
14 PROGRAM, INCLUDING COMPLETION OF THE ORIENTATION TRAINING
15 MODULE;

16 (III) PREPARE A RECOVERY-READY WORKPLACE PLEDGE OR
17 STATEMENT, OR USE A FORM PROVIDED BY THE PROGRAM, THAT IDENTIFIES
18 THE VALUES OR PRINCIPLES INFORMING THE COMMITMENT AND BRIEFLY
19 DESCRIBES THE KEY RECOVERY-READY WORKPLACE STEPS THE EMPLOYER
20 MUST COMPLETE AS A PARTICIPANT; AND

21 (IV) NOTIFY ALL EMPLOYEES AND THE MEMBERS OF THE
22 EMPLOYER'S BOARD OF DIRECTORS, IF ANY, IN WRITING OF THE INTENT TO
23 BECOME A PARTICIPANT, WHICH THE EMPLOYER MUST SUBMIT TO THE
24 PROGRAM.

25 (b) UPON SUBMISSION OF THE LETTER OF INTENT, THE PROGRAM
26 MUST ASSIGN THE EMPLOYER A RECOVERY-READY WORKPLACE ADVISOR.

27 (c) AFTER AN EMPLOYER COMPLETES THE MINIMUM

1 REQUIREMENTS AS SET FORTH IN SUBSECTION (2)(a) OF THIS SECTION, THE
2 PROGRAM MUST:

3 (I) LIST THE EMPLOYER AS A PARTICIPANT ON THE PROGRAM
4 WEBSITE; AND

5 (II) PROVIDE THE EMPLOYER WITH A CERTIFICATE OR OTHER
6 DOCUMENTATION VERIFYING THE EMPLOYER'S STATUS AS A PARTICIPANT
7 IN THE RECOVERY-READY WORKPLACE PROGRAM, WHICH CERTIFICATE OR
8 DOCUMENTATION MUST INCLUDE THE DATE OF ISSUANCE, THE EXPIRATION
9 DATE, AND THE ADDRESS OF EACH WORKPLACE COVERED BY THE
10 CERTIFICATE. THE CERTIFICATE MUST BE VALID FOR A PERIOD OF AT LEAST
11 ONE YEAR AFTER THE DATE OF ISSUANCE.

12 (3)(a) TO BECOME CERTIFIED AS A RECOVERY-READY WORKPLACE,
13 AN EMPLOYER MUST:

14 (I) COMPLETE ALL STEPS SET FORTH IN SUBSECTION (2)(a) OF THIS
15 SECTION FOR BECOMING A PARTICIPANT;

16 (II) WITH THE EMPLOYER'S RECOVERY-READY WORKPLACE
17 ADVISOR, COMPLETE A STANDARDIZED ASSESSMENT OF THE EMPLOYER'S
18 CURRENT POLICIES, PROCEDURES, AND PRACTICES THAT IMPACT CURRENT
19 AND PROSPECTIVE EMPLOYEES WITH SUBSTANCE USE DISORDERS AND
20 DETERMINE WHERE IMPROVEMENTS CAN BE MADE; AND

21 (III) WITH THE RECOVERY-READY WORKPLACE ADVISOR, SET
22 TIME-LIMITED GOALS TO MAKE SELECT IMPROVEMENTS IDENTIFIED IN
23 SUBSECTION (3)(a)(II) OF THIS SECTION, WHICH MUST BE COMPLETED
24 WITHIN THE ONE-YEAR TERM OF THE CERTIFICATION, UNLESS AN
25 EXTENSION OF TIME IS GRANTED BY THE PROGRAM.

26 (b) THE PROGRAM SHALL LIST ON THE PROGRAM WEBSITE EACH
27 EMPLOYER THAT COMPLETES THE MINIMUM REQUIREMENTS AS SET FORTH

1 IN SUBSECTION (3)(a) OF THIS SECTION AS A CERTIFIED RECOVERY-READY
2 WORKPLACE. IF THE EMPLOYER HAS A LOGO, THE PROGRAM SHALL
3 INCLUDE THE LOGO IN THE LISTING.

4 (c) UPON COMPLETION OF THE MINIMUM REQUIREMENTS AS SET
5 FORTH IN SUBSECTION (3)(a) OF THIS SECTION, THE PROGRAM SHALL
6 PROVIDE AN EMPLOYER WITH A CERTIFICATE OR OTHER DOCUMENTATION
7 SUITABLE FOR DISPLAY THAT VERIFIES THE EMPLOYER'S STATUS AS A
8 CERTIFIED RECOVERY-READY WORKPLACE. THE CERTIFICATE OR OTHER
9 DOCUMENTATION MUST INCLUDE THE DATE OF ISSUANCE, THE EXPIRATION
10 DATE, AND THE ADDRESS OF EACH WORKPLACE COVERED BY THE
11 CERTIFICATE. THE CERTIFICATE MUST BE VALID FOR ONE YEAR AFTER THE
12 DATE OF ISSUANCE.

13 (4) THE DEPARTMENT SHALL RECOGNIZE EACH CERTIFIED
14 RECOVERY-READY WORKPLACE EMPLOYER THROUGH PROGRAM PRESS
15 RELEASES AND PROGRAM-SPONSORED EVENTS THROUGHOUT THE YEAR.

16 (5) AT LEAST THIRTY DAYS PRIOR TO THE EXPIRATION OF A
17 CERTIFICATE DESIGNATING AN EMPLOYER AS A PARTICIPANT OR AS A
18 CERTIFIED RECOVERY-READY WORKPLACE, THE EMPLOYER SHALL:

19 (a) MEET WITH THE RECOVERY-READY WORKPLACE ADVISOR TO
20 COMPLETE A REVIEW OF THE EMPLOYER'S RECOVERY-READY-RELATED
21 ACTIVITIES FOR THE PAST YEAR, INCLUDING REVISING WORKPLACE
22 POLICIES TO BETTER ASSIST EMPLOYEES WITH SUBSTANCE USE DISORDERS,
23 IMPLEMENTING POLICIES TO ENCOURAGE THE HIRING OF INDIVIDUALS IN
24 RECOVERY FROM SUBSTANCE USE DISORDERS, DECREASING OR
25 ELIMINATING BARRIERS FOR EMPLOYEES SEEKING TREATMENT,
26 ESTABLISHING A RECOVERY-READY WORKPLACE TASK FORCE, AND TAKING
27 STEPS TO REDUCE STIGMA IN THE WORKPLACE;

1 (b) IN CONSULTATION WITH THE RECOVERY-READY WORKPLACE
2 ADVISOR, SET GOALS FOR THE UPCOMING YEAR; AND

3 (c) COMPLETE A WRITTEN OR ELECTRONIC PROGRAMS SATISFACTION
4 SURVEY.

5 (6) AN EMPLOYER MAY CHOOSE TO TERMINATE ITS PARTICIPATION
6 IN THE PROGRAM IF THE TERMINATION:

7 (a) TAKES EFFECT PRIOR TO THE EXPIRATION OF THE EMPLOYER'S
8 CURRENT DESIGNATION AND THE EMPLOYER PROVIDES WRITTEN NOTICE
9 TO THE PROGRAM OF THE INTENT TO TERMINATE PARTICIPATION WITHIN
10 THIRTY DAYS PRIOR TO THE PROPOSED DATE OF TERMINATION; OR

11 (b) TAKES EFFECT ON THE EXPIRATION OF THE EMPLOYER'S
12 CURRENT DESIGNATION AND THE EMPLOYER PROVIDES WRITTEN NOTICE
13 TO THE PROGRAM OF THE EMPLOYER'S INTENT NOT TO RENEW ITS
14 DESIGNATION AS A PARTICIPANT OR A CERTIFIED RECOVERY-READY
15 WORKPLACE.

16 (7) THE PROGRAM MAY REVOKE OR DECLINE TO RENEW THE
17 DESIGNATION AS A PARTICIPANT OR CERTIFIED RECOVERY-READY
18 WORKPLACE FOR ANY EMPLOYER THAT:

19 (a) VIOLATES ANY OF THE REQUIREMENTS OF THIS PART 3;

20 (b) VIOLATES ANY RULES IMPLEMENTED BY THE DEPARTMENT IN
21 RELATION TO THIS PART 3; OR

22 (c) FAILS TO TAKE THE NECESSARY STEPS TO RENEW ITS
23 PARTICIPATION OR CERTIFICATION WITHIN THE TIME ALLOWED BY THE
24 PROGRAM.

25 (8) THE PROGRAM SHALL REMOVE ALL PARTICIPANTS AND
26 CERTIFIED RECOVERY-READY WORKPLACES WHOSE DESIGNATION IS
27 REVOKED OR WHO DO NOT SEEK RENEWAL FROM THE PROGRAM WEBSITE

1 AND TERMINATE ALL BENEFITS ASSOCIATED WITH SUCH DESIGNATION.

2 (9) THE PROGRAM SHALL BE FLEXIBLE IN GRANTING EXTENSIONS
3 TO PARTICIPANTS AND CERTIFIED RECOVERY-READY WORKPLACES THAT
4 BEGIN THE PROCESS OF RENEWING THEIR DESIGNATION BUT FAIL TO
5 COMPLETE THE PROCESS BEFORE THEIR CURRENT DESIGNATION EXPIRES.

6 **8-2-304. Program evaluation and reports.** (1) THE
7 DEPARTMENT MAY CONDUCT AN EVALUATION OF THE EFFECTIVENESS OF
8 THE RECOVERY-READY WORKPLACE PROGRAM AND IDENTIFY WAYS TO
9 IMPROVE THE PROGRAM. THE DEPARTMENT MAY HIRE AN OUTSIDE
10 CONTRACTOR TO PERFORM THE EVALUATION.

11 (2) (a) BEGINNING ONE YEAR AFTER THE EFFECTIVE DATE OF THIS
12 PART 3, AND ON AN ANNUAL BASIS THEREAFTER, THE PROGRAM SHALL
13 COLLECT AND AGGREGATE THE SATISFACTION DATA OBTAINED AS THE
14 RESULT OF THE RENEWAL PROCESS AND SHALL PRESENT SUCH
15 INFORMATION IN THE FORM OF A REPORT TO THE HOUSE OF
16 REPRESENTATIVES BUSINESS AFFAIRS AND LABOR COMMITTEE AND THE
17 SENATE BUSINESS, LABOR, AND TECHNOLOGY COMMITTEE, OR THEIR
18 SUCCESSOR COMMITTEES, FOR THE PURPOSE OF PROGRAM REVIEW. THE
19 INFORMATION IN THIS REPORT IS CONFIDENTIAL AND NOT SUBJECT TO THE
20 "COLORADO OPEN RECORDS ACT", PART 2 OF ARTICLE 72 OF TITLE 24.
21 NOTWITHSTANDING SECTION 24-1-136 (11)(a)(I), THE REQUIREMENT IN
22 THIS SECTION TO REPORT TO THE GENERAL ASSEMBLY CONTINUES
23 INDEFINITELY.

24 (b) ON AN ANNUAL BASIS, THE PROGRAM SHALL COLLECT AND
25 AGGREGATE DATA REGARDING THE FOLLOWING AND SHALL SUBMIT SUCH
26 DATA TO THE DEPARTMENT:

27 (I) THE NUMBER OF EMPLOYERS DESIGNATED AS PARTICIPANTS IN

1 THE RECOVERY-READY WORKPLACE PROGRAM, INCLUDING INFORMATION
2 REGARDING THE TYPES OF INDUSTRIES REPRESENTED AND NUMBER OF
3 EMPLOYEES, IF AVAILABLE;

4 (II) THE NUMBER OF EMPLOYERS DESIGNATED AS CERTIFIED
5 RECOVERY-READY WORKPLACES, INCLUDING INFORMATION REGARDING
6 THE TYPES OF INDUSTRIES REPRESENTED AND NUMBER OF EMPLOYEES, IF
7 AVAILABLE;

8 (III) THE NUMBER OF PARTICIPANTS DESIGNATED AS CERTIFIED
9 RECOVERY-READY WORKPLACES;

10 (IV) THE NUMBER OF ONLINE AND IN-PERSON TRAININGS
11 CONDUCTED BY THE PROGRAM, NOT INCLUDING THE ORIENTATION
12 TRAINING, INCLUDING THE TOPICS, NUMBER OF ATTENDEES, INDUSTRIES
13 REPRESENTED, AND WHETHER SUCH TRAININGS WERE CONDUCTED AT THE
14 REQUEST OF ONE OR MORE EMPLOYERS; AND

15 (V) ANY OTHER INFORMATION REQUIRED BY THE DEPARTMENT.

16 **8-2-305. Rules.** THE DEPARTMENT SHALL PROMULGATE SUCH
17 RULES AS ARE NECESSARY TO EFFECTUATE THIS PART 3.

18 **SECTION 2.** In Colorado Revised Statutes, 27-80-126, **amend**
19 (3) introductory portion and (3)(b) as follows:

20 **27-80-126. Recovery support services grant program -**
21 **creation - eligibility - reporting requirements - appropriation - rules**
22 **- definitions.** (3) A recovery community organization that receives a
23 grant from the grant program ~~may~~ SHALL use the money to:

24 (b) Provide guidance to individuals with a substance use disorder
25 or co-occurring substance use and mental health disorder and their family
26 members on THE MANY PATHWAYS FOR RECOVERY, navigating treatment,
27 social ~~service~~ SERVICES, and recovery support systems;

1 **SECTION 3.** In Colorado Revised Statutes, 30-28-115, add
2 (2)(b.7) as follows:

3 **30-28-115. Public welfare to be promoted - legislative**
4 **declaration - construction.** (2) (b.7) THE GENERAL ASSEMBLY FINDS
5 AND DECLARES THAT IT IS THE POLICY OF THE STATE TO ASSIST PERSONS
6 WHO ARE IN RECOVERY FROM SUBSTANCE USE DISORDERS TO LIVE IN
7 TYPICAL RESIDENTIAL SURROUNDINGS. FURTHER, THE GENERAL ASSEMBLY
8 DECLARES THAT THE USE OF RECOVERY RESIDENCES, SOBER LIVING
9 FACILITIES, AND SOBER HOMES, AS DEFINED IN SECTION 25-1.5-108.5 (1),
10 BY PERSONS IN RECOVERY FROM SUBSTANCE USE DISORDERS IS A MATTER
11 OF STATEWIDE CONCERN AND THAT RECOVERY RESIDENCES, SOBER LIVING
12 FACILITIES, AND SOBER HOMES ARE A RESIDENTIAL USE OF PROPERTY FOR
13 ZONING PURPOSES.

14 **SECTION 4.** In Colorado Revised Statutes, add 39-22-560 as
15 follows:

16 **39-22-560. Credit for employers that are certified**
17 **recovery-ready workplaces - tax preference performance statement**
18 **- definitions - rules - repeal.** (1) IN ACCORDANCE WITH SECTION
19 39-21-304 (1), THE GENERAL ASSEMBLY FINDS AND DECLARES THAT THE
20 PURPOSE OF THIS TAX EXPENDITURE IS TO INDUCE CERTAIN DESIGNATED
21 BEHAVIOR BY TAXPAYERS BY INCENTIVIZING EMPLOYERS IN THE STATE TO
22 SUPPORT EMPLOYEES WHO ARE RECOVERING FROM SUBSTANCE USE
23 DISORDERS AND TO PROVIDE TAX RELIEF FOR SUCH EMPLOYERS WHO ARE
24 CERTIFIED RECOVERY-READY WORKPLACES OR PARTICIPANTS. THE
25 GENERAL ASSEMBLY AND THE STATE AUDITOR SHALL MEASURE THE
26 EFFECTIVENESS OF THE CREDIT IN ACHIEVING THIS PURPOSE BASED ON THE
27 NUMBER OF EMPLOYERS WHO CLAIM THE CREDIT AND THE NUMBER OF

1 EMPLOYEES HIRED WHO ARE IN RECOVERY FROM SUBSTANCE USE
2 DISORDERS.

3 (2) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE
4 REQUIRES:

5 (a) "CERTIFIED RECOVERY-READY WORKPLACE" HAS THE SAME
6 MEANING AS SET FORTH IN SECTION 8-2-301 (1).

7 (b) "DEPARTMENT" MEANS THE DEPARTMENT OF REVENUE.

8 (c) "ELIGIBLE EMPLOYER" MEANS A PERSON DOING BUSINESS IN
9 THIS STATE THAT IS SUBJECT TO TAX UNDER THIS ARTICLE 22 AND IS A
10 CERTIFIED RECOVERY-READY WORKPLACE OR PARTICIPANT AND THAT HAS
11 ONE OR MORE EMPLOYEES AS DEFINED IN SECTION 39-22-604 (2)(a).

12 (d) "PARTICIPANT" HAS THE SAME MEANING AS SET FORTH IN
13 SECTION 8-2-301 (8).

14 (e) "SUBSTANCE USE DISORDER" HAS THE SAME MEANING AS SET
15 FORTH IN SECTION 8-2-301 (15).

16 (3) FOR INCOME TAX YEARS COMMENCING ON OR AFTER JANUARY
17 1, 2025, BUT BEFORE JANUARY 1, 2028, AN ELIGIBLE EMPLOYER IS
18 ALLOWED A CREDIT AGAINST THE INCOME TAXES IMPOSED BY THIS
19 ARTICLE 22 IN AN AMOUNT EQUAL TO THE COST THE EMPLOYER INCURRED
20 IN BECOMING A CERTIFIED RECOVERY-READY WORKPLACE OR PARTICIPANT
21 FOR THE INCOME TAX YEAR IN WHICH THE ELIGIBLE EMPLOYER BECOMES
22 A CERTIFIED RECOVERY-READY WORKPLACE OR PARTICIPANT.

23 (4) TO CLAIM THE CREDIT ALLOWED BY THIS SECTION, AN ELIGIBLE
24 EMPLOYER MUST KEEP RECORDS RELATED TO THE CREDIT AS REQUIRED BY
25 THE DEPARTMENT. THE EXECUTIVE DIRECTOR MAY PROMULGATE RULES
26 TO IMPLEMENT THIS SECTION. NOTWITHSTANDING ANY OTHER
27 REQUIREMENTS OF THE DEPARTMENT, AN ELIGIBLE EMPLOYER MUST

1 PROVIDE DOCUMENTATION THAT THE EMPLOYER IS A CERTIFIED
2 RECOVERY-READY WORKPLACE OR PARTICIPANT AND MUST MAINTAIN
3 RECORDS RELATED TO THE NUMBER OF EMPLOYEES THE ELIGIBLE
4 EMPLOYER EMPLOYS WHO ARE IN RECOVERY FROM A SUBSTANCE USE
5 DISORDER.

6 (5) IF THE AMOUNT OF THE CREDIT ALLOWED BY THIS SECTION
7 EXCEEDS THE AMOUNT OF INCOME TAXES DUE ON THE ELIGIBLE
8 EMPLOYER'S INCOME IN THE INCOME TAX YEAR FOR WHICH THE CREDIT IS
9 CLAIMED, THE AMOUNT OF THE CREDIT NOT USED AS AN OFFSET AGAINST
10 INCOME TAXES IN THE CURRENT INCOME TAX YEAR MAY BE CARRIED
11 FORWARD AND USED AS A CREDIT AGAINST INCOME TAX LIABILITY IN
12 SUBSEQUENT YEARS FOR A PERIOD NOT TO EXCEED FIVE YEARS AND MUST
13 BE APPLIED FIRST TO THE EARLIEST INCOME TAX YEAR POSSIBLE. ANY
14 CREDIT REMAINING AFTER THE PERIOD MAY NOT BE REFUNDED OR
15 CREDITED TO THE ELIGIBLE EMPLOYER.

16 (6) THIS SECTION IS REPEALED, EFFECTIVE DECEMBER 31, 2038.

17 **SECTION 5.** In Colorado Revised Statutes, 44-3-410, **add** (5.5)
18 as follows:

19 **44-3-410. Liquor-licensed drugstore license - multiple licenses**
20 **permitted - requirements - rules. (5.5)** ON AND AFTER JANUARY 1,
21 2025, A LIQUOR-LICENSED DRUGSTORE LICENSED UNDER SUBSECTION
22 (1)(a)(I) OF THIS SECTION SHALL:

23 (a) (I) DISPLAY ALL ALCOHOL BEVERAGES ACCESSIBLE BY AND
24 VISIBLE TO A CONSUMER IN NO MORE THAN ONE LOCATION ON THE RETAIL
25 SALES FLOOR, WHICH LOCATION IS NOT ADJACENT TO A DISPLAY OF
26 NONALCOHOL BEVERAGES AND MUST NOT EXCEED ONE PERCENT OF THE
27 LICENSEE'S TOTAL RETAIL SPACE, UNLESS THE LOCATION IS A COOLER WITH

1 A DOOR FROM WHICH THE NONALCOHOL BEVERAGES ARE NOT ACCESSIBLE;
2 OR

3 (II) SEPARATE THE DISPLAY OF ALCOHOL BEVERAGES FROM THE
4 NONALCOHOL BEVERAGES WITH A DISPLAY OF ONE OR MORE
5 NONBEVERAGE PRODUCTS OR ANOTHER PHYSICAL DIVIDER;

6 (b) DISPLAY A SIGN IN THE AREA DESCRIBED IN SUBSECTION
7 (5.5)(a) OF THIS SECTION THAT:

8 (I) IS PROMINENT;

9 (II) IS EASILY READABLE BY CONSUMERS;

10 (III) MEETS ALL REQUIREMENTS FOR FORMAT ESTABLISHED BY THE
11 EXECUTIVE DIRECTOR BY RULE; AND

12 (IV) READS IN PRINT THAT IS NO SMALLER THAN ONE-HALF INCH,
13 BOLD-FACED TYPE, "THESE BEVERAGES CONTAIN ALCOHOL. PLEASE READ
14 THE LABEL CAREFULLY."

15 **SECTION 6.** In Colorado Revised Statutes, 44-4-107, **add** (4.5)
16 as follows:

17 **44-4-107. Local licensing authority - application - fees -**
18 **definitions - rules.** (4.5) ON AND AFTER JANUARY 1, 2025, A FERMENTED
19 MALT BEVERAGE AND WINE RETAILER LICENSED UNDER SUBSECTION (1)(a)
20 OF THIS SECTION SHALL:

21 (a) (I) DISPLAY ALL ALCOHOL BEVERAGES ACCESSIBLE BY AND
22 VISIBLE TO A CONSUMER IN NO MORE THAN ONE LOCATION ON THE RETAIL
23 SALES FLOOR, WHICH LOCATION IS NOT ADJACENT TO A DISPLAY OF
24 NONALCOHOL BEVERAGES AND MUST NOT EXCEED ONE PERCENT OF THE
25 LICENSEE'S TOTAL RETAIL SPACE, UNLESS THE LOCATION IS A COOLER WITH
26 A DOOR FROM WHICH THE NONALCOHOL BEVERAGES ARE NOT ACCESSIBLE;
27 OR

1 (II) SEPARATE THE DISPLAY OF ALCOHOL BEVERAGES FROM THE
2 DISPLAY OF NONALCOHOL BEVERAGES WITH A DISPLAY OF ONE OR MORE
3 NONBEVERAGE PRODUCTS OR ANOTHER PHYSICAL DIVIDER; AND

4 (b) DISPLAY A SIGN IN THE AREA DESCRIBED IN SUBSECTION
5 (4.5)(a) OF THIS SECTION THAT:

6 (I) IS PROMINENT;

7 (II) IS EASILY READABLE BY CONSUMERS;

8 (III) MEETS ALL REQUIREMENTS FOR FORMAT ESTABLISHED BY THE
9 EXECUTIVE DIRECTOR BY RULE; AND

10 (IV) READS IN PRINT THAT IS NO SMALLER THAN ONE-HALF INCH,
11 BOLD-FACED TYPE, "THESE BEVERAGES CONTAIN ALCOHOL. PLEASE READ
12 THE LABEL CAREFULLY."

13 **SECTION 7. Act subject to petition - effective date.** This act
14 takes effect at 12:01 a.m. on the day following the expiration of the
15 ninety-day period after final adjournment of the general assembly; except
16 that, if a referendum petition is filed pursuant to section 1 (3) of article V
17 of the state constitution against this act or an item, section, or part of this
18 act within such period, then the act, item, section, or part will not take
19 effect unless approved by the people at the general election to be held in
20 November 2024 and, in such case, will take effect on the date of the
21 official declaration of the vote thereon by the governor.