

Second Regular Session
Seventy-fourth General Assembly
STATE OF COLORADO

Bill D

LLS NO. 24-0316.01 Yelana Love x2295

SENATE BILL

SENATE SPONSORSHIP

Priola, Jaquez Lewis

HOUSE SPONSORSHIP

deGruy Kennedy and Lynch, Epps

Senate Committees

House Committees

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.

Section 2 allows a school district to include in the annual pupil count a student who has transferred to a recovery high school before the pupil count date.

Section 3 allows a recovery community organization that receives a grant through the recovery support services grant program to use the

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
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.

money to provide guidance to individuals on the many pathways for recovery.

Section 4 declares that recovery residences, sober living facilities, and sober homes are a residential use of land for zoning purposes.

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) "DEPARTMENT" MEANS THE DEPARTMENT OF LABOR AND
14 EMPLOYMENT.

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

20 (4) "EMPLOYER" MEANS ANY PUBLIC OR PRIVATE PERSON OR
21 ENTITY THAT HAS ONE OR MORE EMPLOYEES WHO ARE RESIDENTS OF THE
22 STATE AND WHO ARE COVERED BY THE "WORKERS' COMPENSATION ACT

1 OF COLORADO", ARTICLES 40 TO 47 OF THIS TITLE 8, OR THAT CONDUCTS
2 BUSINESS IN OR WITHIN THE STATE. "EMPLOYER" INCLUDES THE STATE
3 AND ANY DEPARTMENT, AGENCY, OR INSTRUMENTALITY OF THE STATE;
4 ANY COUNTY; ANY MUNICIPAL CORPORATION; AND ANY EMPLOYER THAT
5 IS SELF-INSURED. A SINGLE EMPLOYER MAY HAVE MULTIPLE WORKPLACES.

6 (5) "PARTICIPANT" MEANS A WORKPLACE THAT MEETS THE
7 CRITERIA FOR PARTICIPANT STATUS AS ESTABLISHED BY THIS PART 3,
8 ATTAINS DESIGNATION AS A PARTICIPANT BY THE RECOVERY-READY
9 WORKPLACE PROGRAM, AND RECEIVES DOCUMENTATION FROM THE
10 PROGRAM OF SUCH DESIGNATION.

11 (6) "PREVENTION" MEANS THE PREVENTION OF SUBSTANCE MISUSE
12 THROUGH STRATEGIES DESIGNED TO REDUCE THE RISK OF INJURY AND
13 STRESS IN THE WORKPLACE AND ADDRESS OTHER FACTORS THAT MAY
14 INCREASE THE RISK OF SUBSTANCE MISUSE AND THROUGH TRAINING AND
15 EDUCATION TO BUILD SUBSTANCE USE DISORDER AND RECOVERY
16 LITERACY.

17 (7) "RECOVERY" MEANS A PROCESS OF CHANGE THROUGH WHICH
18 INDIVIDUALS IMPROVE THEIR HEALTH AND WELLNESS, LIVE A
19 SELF-DIRECTED LIFE, AND STRIVE TO REACH THEIR FULL POTENTIAL.

20 (8) "RECOVERY-READY WORKPLACE ADVISOR" MEANS AN
21 INDIVIDUAL WHO IS AN EMPLOYEE OF OR CONTRACTOR FOR THE
22 RECOVERY-READY WORKPLACE PROGRAM AND WHOSE DUTIES INCLUDE
23 ASSISTING EMPLOYERS THROUGH THE PROCESS OF BECOMING A
24 RECOVERY-READY WORKPLACE PARTICIPANT OR A CERTIFIED
25 RECOVERY-READY WORKPLACE.

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

1 (10) "RECOVERY-READY WORKPLACE TASK FORCE" MEANS A TASK
2 FORCE ESTABLISHED BY AN EMPLOYER OR ITS EMPLOYEES THAT REFLECTS
3 DIFFERENT COMPONENTS OF THE WORKFORCE AND INCLUDES DIFFERENT
4 LEVELS OF STAFF TO LEAD RECOVERY-READY WORKPLACE POLICY
5 DEVELOPMENT AND IMPLEMENTATION AND TO CONTINUOUSLY REVIEW
6 AND UPDATE THE EMPLOYER'S POLICIES AND PRACTICES TO MAKE THEM
7 MORE RECOVERY-READY.

8 (11) "RECOVERY SUPPORT SERVICES" MEANS NONCLINICAL
9 SERVICES THAT ASSIST INDIVIDUALS IN ACHIEVING OR SUSTAINING
10 RECOVERY FROM A SUBSTANCE USE DISORDER AND MAY INCLUDE
11 MENTORSHIP, RECOVERY COACHING, INFORMATION SHARING, RECOVERY
12 PLANNING, AND LINKAGE TO SERVICES OR OTHER RESOURCES.

13 (12) "SUBSTANCE USE DISORDER" HAS THE SAME MEANING AS SET
14 FORTH IN SECTION 27-50-101 (20).

15 (13) "WORKPLACE" MEANS ANY OFFICE, WAREHOUSE, BUILDING,
16 OR OTHER LOCATION, WHETHER PERMANENT OR TEMPORARY, WHERE AN
17 EMPLOYEE PERFORMS ANY WORK-RELATED DUTY OR DUTIES IN THE SCOPE
18 AND COURSE OF THE EMPLOYEE'S EMPLOYMENT. EMPLOYERS MAY HAVE
19 MORE THAN ONE WORKPLACE. "WORKPLACE" DOES NOT INCLUDE AN
20 EMPLOYEE'S RESIDENCE OR OTHER REMOTE WORK LOCATION. IF AN
21 EMPLOYER OPERATES EXCLUSIVELY THROUGH TELEWORK, THE
22 DESIGNATED WORKPLACE ADDRESS IS THE ADDRESS LISTED ON THE
23 EMPLOYER'S ARTICLES OF INCORPORATION FILED WITH THE SECRETARY OF
24 STATE, IF INCORPORATED IN THIS STATE, OR, IF NOT INCORPORATED IN THIS
25 STATE, THE ADDRESS OF THE EMPLOYER'S OFFICIAL HEADQUARTERS IN
26 THIS STATE.

27 **8-2-302. Recovery-ready workplace program - creation -**

1 **duties.** (1) THERE IS HEREBY ESTABLISHED A RECOVERY-READY
2 WORKPLACE PROGRAM. THE DEPARTMENT MAY CONTRACT WITH ONE OR
3 MORE PUBLIC OR PRIVATE ENTITIES TO PERFORM SOME OR ALL OF THE
4 DUTIES OUTLINED IN THIS PART 3 BUT SHALL MAINTAIN OVERSIGHT OF THE
5 PROGRAM. ANY SUCH PUBLIC OR PRIVATE ENTITY SHALL BE REQUIRED TO
6 MEET ALL REQUIREMENTS FOR CERTIFICATION AS A RECOVERY-READY
7 WORKPLACE.

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

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

12 (b) DEVELOP OR ADOPT AN ORIENTATION PROCESS THAT INCLUDES
13 TRAINING MATERIALS FOR NEW EMPLOYERS THAT PROVIDES A BASELINE
14 INTRODUCTION TO SUBSTANCE USE DISORDERS, TREATMENT, AND
15 RECOVERY, INCLUDING INFORMATION ON THE SCIENCE OF ADDICTION,
16 STIGMA, SUBSTANCE USE IN THE WORKFORCE, PREVENTION MEASURES,
17 AVAILABLE LOCAL RESOURCES, AND THE WAYS IN WHICH EMPLOYERS CAN
18 AMEND AND IMPLEMENT RECOVERY-READY POLICIES AND PRACTICES TO
19 HELP THEIR EMPLOYEES WITH SUBSTANCE USE DISORDERS;

20 (c) PROVIDE CONSULTATION, GUIDANCE, TECHNICAL ASSISTANCE,
21 TRAINING AND EDUCATION, AND OTHER SUPPORT TO EMPLOYERS SEEKING
22 TO BECOME PARTICIPANTS OR CERTIFIED RECOVERY-READY WORKPLACES,
23 AS WELL AS TO CURRENT PARTICIPANTS AND CERTIFIED RECOVERY-READY
24 EMPLOYERS AND KEY STAKEHOLDERS WITHIN THE WORKPLACE, SUCH AS
25 HUMAN RESOURCES DIRECTORS AND UNION LEADERS;

26 (d) CONDUCT OUTREACH TO KEY STAKEHOLDERS WITHIN THE
27 STATE, INCLUDING EMPLOYERS THAT ARE NOT ENGAGED IN THE PROGRAM,

1 LABOR UNIONS, AND RECOVERY SUPPORT SERVICES ORGANIZATIONS TO
2 PROVIDE INFORMATION REGARDING THE PROGRAM AND PROGRAM
3 BENEFITS;

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

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

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

11 (II) PROVIDE INFORMATION TO EMPLOYERS REGARDING THE STATE
12 AND FEDERAL LAWS AND REGULATIONS THAT IMPACT INDIVIDUALS WITH
13 SUBSTANCE USE DISORDERS, INCLUDING THE FEDERAL "AMERICANS WITH
14 DISABILITIES ACT OF 1990", 42 U.S.C. SEC. 12101 ET. SEQ.; STATE
15 DISABILITY LAWS; THE FEDERAL "FAMILY MEDICAL LEAVE ACT", 29
16 U.S.C. SECS. 2601 TO 2654; 42 CFR 2; AND THE FEDERAL "HEALTH
17 INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996", 42 U.S.C.
18 SEC. 201 ET SEQ., THROUGH THE PROVISION OF WRITTEN MATERIALS,
19 TRAINING, OR REFERRAL TO AN INDIVIDUAL OR ENTITY WITH THE
20 REQUISITE KNOWLEDGE;

21 (III) PROVIDE ONGOING ASSISTANCE TO EMPLOYERS BY:

22 (A) WORKING WITH EMPLOYERS TO REVIEW THE EMPLOYERS'
23 POLICIES AND PROCEDURES AND PROVIDING SUGGESTIONS TO MAKE SUCH
24 POLICIES AND PROCEDURES MORE RECOVERY-READY;

25 (B) REFERRING EMPLOYERS TO ORGANIZATIONS AND INDIVIDUALS
26 WITH SPECIALIZED KNOWLEDGE AND EXPERTISE THAT MAY ASSIST THE
27 EMPLOYER IN BECOMING OR MAINTAINING ITS STATUS AS

1 RECOVERY-READY OR IN REVISING ITS POLICIES OR PROCEDURES TO
2 BETTER ASSIST EMPLOYEES WITH SUBSTANCE USE DISORDERS, ADDRESSING
3 STIGMA AND BUILDING A RECOVERY-SUPPORTIVE WORKPLACE CULTURE,
4 OR IN PROVIDING EMPLOYEES ACCESS TO ADDITIONAL SERVICES AND
5 SUPPORTS; AND

6 (C) ENCOURAGING EMPLOYEE INVOLVEMENT IN THE EMPLOYER'S
7 PROCESS OF BECOMING A PARTICIPANT OR CERTIFIED RECOVERY-READY
8 WORKPLACE OR IN MAINTAINING SUCH STATUS, INCLUDING THROUGH
9 ACTIVITIES SUCH AS PARTICIPATING IN A RECOVERY-READY WORKPLACE
10 TASK FORCE, ORIENTING NEW EMPLOYEES ON THE EMPLOYER'S
11 RECOVERY-READY POLICIES, MONITORING THE IMPLEMENTATION PROCESS,
12 AND PROVIDING FEEDBACK ON THE EMPLOYER'S RECOVERY-READY
13 WORKPLACE EFFORTS; AND

14 (IV) ASSIST EMPLOYERS IN RENEWING THEIR STATUS AS A
15 PARTICIPANT OR CERTIFIED RECOVERY-READY WORKPLACE THROUGH THE
16 COMPLETION OF AN ANNUAL REVIEW AS SET FORTH IN SECTION 8-2-303
17 (5);

18 (g) PROVIDE EACH PARTICIPATING EMPLOYER WITH A CERTIFICATE
19 OR OTHER DOCUMENTATION EVIDENCING THE EMPLOYER'S STATUS AS A
20 PARTICIPANT OR AS A CERTIFIED RECOVERY-READY WORKPLACE, WHICH
21 MUST REFLECT THE NAME OF THE EMPLOYER, THE ADDRESS OF EACH
22 WORKPLACE COVERED BY THE CERTIFICATE, THE DATE THE CERTIFICATE
23 WAS ISSUED, AND THE DATE OF EXPIRATION;

24 (h) DEVELOP A RECOVERY-READY WORKPLACE PROGRAM WEBSITE
25 THAT PROVIDES RESOURCES AND INFORMATION ON SUBSTANCE USE IN THE
26 WORKPLACE TO EMPLOYERS, EMPLOYEES, AND THE GENERAL PUBLIC OR
27 INCORPORATE SUCH INFORMATION INTO THE DEPARTMENT'S EXISTING

1 WEBSITE;

2 (i) DEVELOP OR ADOPT ALREADY EXISTING EDUCATIONAL AND
3 TRAINING RESOURCES FOR EMPLOYERS AND EMPLOYEES THAT MUST BE
4 POSTED TO THE PROGRAM WEBSITE AND MUST INCLUDE MATERIALS SUCH
5 AS GUIDELINE DOCUMENTS, FLYERS, POSTERS, WEBINARS, PANEL
6 DISCUSSIONS, ONLINE INTERACTIVE MODULES, AND TRAINING MODULES
7 TAILORED TO SPECIFIC EMPLOYERS OR INDUSTRIES AND MAY INCLUDE
8 INTERACTIVE CLASSROOM-BASED TRAINING;

9 (j) DEVELOP OR ADOPT ALREADY EXISTING MODEL
10 RECOVERY-READY POLICIES AND PROCEDURES FOR USE BY EMPLOYERS;
11 AND

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

14 **8-2-303. Recovery-ready workplace program - participants -**
15 **certified recovery-ready workplaces - requirements - renewal -**
16 **termination.** (1) AN EMPLOYER SEEKING TO PARTICIPATE IN THE
17 RECOVERY-READY WORKPLACE PROGRAM MAY CHOOSE TO DO SO AS A
18 PARTICIPANT OR AS A CERTIFIED RECOVERY-READY WORKPLACE.

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

21 (I) SUBMIT OF A LETTER OF INTENT TO THE PROGRAM IN A FORM
22 AND MANNER PRESCRIBED BY THE PROGRAM THAT MUST INCLUDE, AT A
23 MINIMUM, THE NAME AND ADDRESS OF THE EMPLOYER AND, IF THE
24 EMPLOYER HAS MORE THAN ONE WORKPLACE, THE STREET ADDRESS OF
25 EACH WORKPLACE TO WHICH THE LETTER OF INTENT APPLIES;

26 (II) COMPLETE THE ORIENTATION PROCESS AS REQUIRED BY THE
27 PROGRAM, INCLUDING COMPLETION OF THE ORIENTATION TRAINING

1 MODULE;

2 (III) PREPARE A RECOVERY-READY WORKPLACE PLEDGE OR
3 STATEMENT, OR USE A FORM PROVIDED BY THE PROGRAM, THAT IDENTIFIES
4 THE VALUES OR PRINCIPLES INFORMING THE COMMITMENT AND BRIEFLY
5 DESCRIBES THE KEY RECOVERY-READY WORKPLACE STEPS THE EMPLOYER
6 MUST COMPLETE AS A PARTICIPANT; AND

7 (IV) NOTIFY ALL EMPLOYEES AND THE MEMBERS OF THE
8 EMPLOYER'S BOARD OF DIRECTORS, IF ANY, IN WRITING OF THE INTENT TO
9 BECOME A PARTICIPANT, WHICH THE EMPLOYER MUST SUBMIT TO THE
10 PROGRAM.

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

13 (c) AFTER AN EMPLOYER COMPLETES THE MINIMUM
14 REQUIREMENTS AS SET FORTH IN SUBSECTION (2)(a) OF THIS SECTION, THE
15 PROGRAM MUST:

16 (I) LIST THE EMPLOYER AS A PARTICIPANT ON THE PROGRAM
17 WEBSITE; AND

18 (II) PROVIDE THE EMPLOYER WITH A CERTIFICATE OR OTHER
19 DOCUMENTATION VERIFYING THE EMPLOYER'S STATUS AS A PARTICIPANT
20 IN THE RECOVERY-READY WORKPLACE PROGRAM, WHICH CERTIFICATE OR
21 DOCUMENTATION MUST INCLUDE THE DATE OF ISSUANCE, THE EXPIRATION
22 DATE, AND THE ADDRESS OF EACH WORKPLACE COVERED BY THE
23 CERTIFICATE. THE CERTIFICATE MUST BE VALID FOR A PERIOD OF AT LEAST
24 ONE YEAR AFTER THE DATE OF ISSUANCE.

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

27 (I) COMPLETE ALL STEPS SET FORTH IN SUBSECTION (2)(a) OF THIS

1 SECTION FOR BECOMING A PARTICIPANT;

2 (II) WITH THE EMPLOYER'S RECOVERY-READY WORKPLACE
3 ADVISOR, COMPLETE A STANDARDIZED ASSESSMENT OF THE EMPLOYER'S
4 CURRENT POLICIES, PROCEDURES, AND PRACTICES THAT IMPACT CURRENT
5 AND PROSPECTIVE EMPLOYEES WITH SUBSTANCE USE DISORDERS AND
6 DETERMINE WHERE IMPROVEMENTS CAN BE MADE; AND

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

12 (b) THE PROGRAM SHALL LIST ON THE PROGRAM WEBSITE EACH
13 EMPLOYER THAT COMPLETES THE MINIMUM REQUIREMENTS AS SET FORTH
14 IN SUBSECTION (3)(a) OF THIS SECTION AS A CERTIFIED RECOVERY-READY
15 WORKPLACE. IF THE EMPLOYER HAS A LOGO, THE PROGRAM SHALL
16 INCLUDE THE LOGO IN THE LISTING.

17 (c) UPON COMPLETION OF THE MINIMUM REQUIREMENTS AS SET
18 FORTH IN SUBSECTION (3)(a) OF THIS SECTION, THE PROGRAM SHALL
19 PROVIDE AN EMPLOYER WITH A CERTIFICATE OR OTHER DOCUMENTATION
20 SUITABLE FOR DISPLAY THAT VERIFIES THE EMPLOYER'S STATUS AS A
21 CERTIFIED RECOVERY-READY WORKPLACE. THE CERTIFICATE OR OTHER
22 DOCUMENTATION MUST INCLUDE THE DATE OF ISSUANCE, THE EXPIRATION
23 DATE, AND THE ADDRESS OF EACH WORKPLACE COVERED BY THE
24 CERTIFICATE. THE CERTIFICATE MUST BE VALID FOR ONE YEAR AFTER THE
25 DATE OF ISSUANCE.

26 (4) THE DEPARTMENT SHALL RECOGNIZE EACH CERTIFIED
27 RECOVERY-READY WORKPLACE EMPLOYER THROUGH PROGRAM PRESS

1 RELEASES AND PROGRAM-SPONSORED EVENTS THROUGHOUT THE YEAR.

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

5 (a) MEET WITH THE RECOVERY-READY WORKPLACE ADVISOR TO
6 COMPLETE A REVIEW OF THE EMPLOYER'S RECOVERY-READY-RELATED
7 ACTIVITIES FOR THE PAST YEAR, INCLUDING REVISING WORKPLACE
8 POLICIES TO BETTER ASSIST EMPLOYEES WITH SUBSTANCE USE DISORDERS,
9 IMPLEMENTING POLICIES TO ENCOURAGE THE HIRING OF INDIVIDUALS IN
10 RECOVERY FROM SUBSTANCE USE DISORDERS, DECREASING OR
11 ELIMINATING BARRIERS FOR EMPLOYEES SEEKING TREATMENT,
12 ESTABLISHING A RECOVERY-READY WORKPLACE TASK FORCE, AND TAKING
13 STEPS TO REDUCE STIGMA IN THE WORKPLACE;

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

16 (c) COMPLETE A WRITTEN OR ELECTRONIC PROGRAM SATISFACTION
17 SURVEY.

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

20 (a) TAKES EFFECT PRIOR TO THE EXPIRATION OF THE EMPLOYER'S
21 CURRENT DESIGNATION AND THE EMPLOYER PROVIDES WRITTEN NOTICE
22 TO THE PROGRAM OF THE INTENT TO TERMINATE PARTICIPATION WITHIN
23 THIRTY DAYS PRIOR TO THE PROPOSED DATE OF TERMINATION; OR

24 (b) TAKES EFFECT ON THE EXPIRATION OF THE EMPLOYER'S
25 CURRENT DESIGNATION AND THE EMPLOYER PROVIDES WRITTEN NOTICE
26 TO THE PROGRAM OF THE EMPLOYER'S INTENT NOT TO RENEW ITS
27 DESIGNATION AS A PARTICIPANT OR A CERTIFIED RECOVERY-READY

1 WORKPLACE.

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

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

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

8 (c) FAILS TO TAKE THE NECESSARY STEPS TO RENEW ITS
9 PARTICIPATION OR CERTIFICATION WITHIN THE TIME ALLOWED BY THE
10 PROGRAM.

11 (8) THE PROGRAM SHALL REMOVE ALL PARTICIPANTS AND
12 CERTIFIED RECOVERY-READY WORKPLACES WHOSE DESIGNATION IS
13 REVOKED OR WHO DO NOT SEEK RENEWAL FROM THE PROGRAM WEBSITE
14 AND TERMINATE ALL BENEFITS ASSOCIATED WITH SUCH DESIGNATION.

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

19 **8-2-304. Program evaluation and reports.** (1) THE
20 DEPARTMENT MAY CONDUCT AN EVALUATION OF THE EFFECTIVENESS OF
21 THE RECOVERY-READY WORKPLACE PROGRAM AND IDENTIFY WAYS TO
22 IMPROVE THE PROGRAM. THE DEPARTMENT MAY HIRE AN OUTSIDE
23 CONTRACTOR TO PERFORM THE EVALUATION.

24 (2) (a) BEGINNING ONE YEAR AFTER THE EFFECTIVE DATE OF THIS
25 PART 3, AND ON AN ANNUAL BASIS THEREAFTER, THE PROGRAM SHALL
26 COLLECT AND AGGREGATE THE SATISFACTION DATA OBTAINED AS THE
27 RESULT OF THE RENEWAL PROCESS AND SHALL PRESENT SUCH

1 INFORMATION IN THE FORM OF A REPORT TO THE HOUSE OF
2 REPRESENTATIVES BUSINESS AFFAIRS AND LABOR COMMITTEE AND THE
3 SENATE BUSINESS, LABOR, AND TECHNOLOGY COMMITTEE, OR THEIR
4 SUCCESSOR COMMITTEES, FOR THE PURPOSE OF PROGRAM REVIEW. THE
5 INFORMATION IN THIS REPORT IS CONFIDENTIAL AND NOT SUBJECT TO THE
6 "COLORADO OPEN RECORDS ACT", PART 2 OF ARTICLE 72 OF TITLE 24.
7 NOTWITHSTANDING SECTION 24-1-136 (11)(a)(I), THE REQUIREMENT IN
8 THIS SECTION TO REPORT TO THE GENERAL ASSEMBLY CONTINUES
9 INDEFINITELY.

10 (b) ON AN ANNUAL BASIS, THE PROGRAM SHALL COLLECT AND
11 AGGREGATE DATA REGARDING THE FOLLOWING AND SHALL SUBMIT SUCH
12 DATA TO THE DEPARTMENT:

13 (I) THE NUMBER OF EMPLOYERS DESIGNATED AS PARTICIPANTS IN
14 THE RECOVERY-READY WORKPLACE PROGRAM, INCLUDING INFORMATION
15 REGARDING THE TYPES OF INDUSTRIES REPRESENTED AND NUMBER OF
16 EMPLOYEES, IF AVAILABLE;

17 (II) THE NUMBER OF EMPLOYERS DESIGNATED AS CERTIFIED
18 RECOVERY-READY WORKPLACES, INCLUDING INFORMATION REGARDING
19 THE TYPES OF INDUSTRIES REPRESENTED AND NUMBER OF EMPLOYEES, IF
20 AVAILABLE;

21 (III) THE NUMBER OF PARTICIPANTS DESIGNATED AS CERTIFIED
22 RECOVERY-READY WORKPLACES;

23 (IV) THE NUMBER OF ONLINE AND IN-PERSON TRAININGS
24 CONDUCTED BY THE PROGRAM, NOT INCLUDING THE ORIENTATION
25 TRAINING, INCLUDING THE TOPICS, NUMBER OF ATTENDEES, INDUSTRIES
26 REPRESENTED, AND WHETHER SUCH TRAININGS WERE CONDUCTED AT THE
27 REQUEST OF ONE OR MORE EMPLOYERS; AND

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

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

4 **SECTION 2.** In Colorado Revised Statutes, 22-54-103, **add**
5 (10)(i) as follows:

6 **22-54-103. Definitions.** As used in this article 54, unless the
7 context otherwise requires:

8 (10) (i) (I) FOR THE 2024-25 BUDGET YEAR AND EACH BUDGET
9 YEAR THEREAFTER, A DISTRICT MAY INCLUDE IN ITS PUPIL ENROLLMENT
10 PUPILS WHO WERE ENROLLED IN THE DISTRICT PRIOR TO THE PUPIL
11 ENROLLMENT COUNT DAY AND THEN TRANSFERRED OUT OF THE DISTRICT
12 PRIOR TO THE PUPIL ENROLLMENT COUNT DAY FOR THE PURPOSE OF
13 ATTENDING A RECOVERY HIGH SCHOOL.

14 (II) AS USED IN THIS SUBSECTION (10)(i), "RECOVERY HIGH
15 SCHOOL" MEANS A SCHOOL THAT:

16 (A) EDUCATES AND SUPPORTS STUDENTS IN RECOVERY FROM
17 SUBSTANCE USE OR CO-OCCURRING DISORDERS, INCLUDING SELF-HARM
18 AND DISORDERED EATING;

19 (B) INTENDS THAT ALL STUDENTS ENROLLED ARE WORKING IN AN
20 ACTIVE AND ABSTINENCE-FOCUSED PROGRAM OF RECOVERY AS
21 DETERMINED BY THE STUDENT AND THE SCHOOL;

22 (C) PROVIDES SUPPORT FOR FAMILIES LEARNING HOW TO LIVE
23 WITH, AND PROVIDE SUPPORT FOR, THEIR TEENS WHO ARE ENTERING INTO
24 THE RECOVERY LIFESTYLE; AND

25 (D) MEETS STATE REQUIREMENTS FOR AWARDDING A HIGH SCHOOL
26 DIPLOMA.

27 **SECTION 3.** In Colorado Revised Statutes, 27-80-126, **amend**

1 (3)(b) as follows:

2 **27-80-126. Recovery support services grant program -**
3 **creation - eligibility - reporting requirements - appropriation - rules**
4 **- definitions.** (3) A recovery community organization that receives a
5 grant from the grant program may use the money to:

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

10 **SECTION 4.** In Colorado Revised Statutes, 30-28-115, **add**
11 (2)(b.7) as follows:

12 **30-28-115. Public welfare to be promoted - legislative**
13 **declaration - construction.** (2) (b.7) THE GENERAL ASSEMBLY FINDS
14 AND DECLARES THAT IT IS THE POLICY OF THE STATE TO ENCOURAGE,
15 PROMOTE, AND ASSIST PERSONS WHO ARE IN RECOVERY FROM SUBSTANCE
16 USE DISORDERS TO LIVE IN RESIDENTIAL NEIGHBORHOODS. FURTHER, THE
17 GENERAL ASSEMBLY DECLARES THAT THE USE OF RECOVERY RESIDENCES,
18 SOBER LIVING FACILITIES, AND SOBER HOMES, AS DEFINED IN SECTION
19 27-80-129 (1)(b), BY PERSONS IN RECOVERY FROM SUBSTANCE USE
20 DISORDERS IS A MATTER OF STATEWIDE CONCERN AND THAT RECOVERY
21 RESIDENCES, SOBER LIVING FACILITIES, AND SOBER HOMES ARE A
22 RESIDENTIAL USE OF PROPERTY FOR ZONING PURPOSES AND SUBJECT ONLY
23 TO THE REGULATIONS OF LIKE DWELLINGS IN THE SAME ZONE.

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

26 **44-3-410. Liquor-licensed drugstore license - multiple licenses**
27 **permitted - requirements - rules.** (5.5) ON AND AFTER JANUARY 1,

1 2025, A LIQUOR-LICENSED DRUGSTORE LICENSED UNDER SUBSECTION
2 (1)(a)(I) OF THIS SECTION SHALL:

3 (a) (I) DISPLAY ALL ALCOHOL BEVERAGES ACCESSIBLE BY AND
4 VISIBLE TO A CONSUMER IN NO MORE THAN ONE LOCATION ON THE RETAIL
5 SALES FLOOR, WHICH LOCATION IS NOT ADJACENT TO A DISPLAY OF
6 NONALCOHOL BEVERAGES AND MUST NOT EXCEED ONE PERCENT OF THE
7 LICENSEE'S TOTAL RETAIL SPACE, UNLESS THE LOCATION IS A COOLER WITH
8 A DOOR FROM WHICH THE NONALCOHOL BEVERAGES ARE NOT ACCESSIBLE;
9 OR

10 (II) SEPARATE THE DISPLAY OF ALCOHOL BEVERAGES FROM THE
11 NONALCOHOL BEVERAGES WITH A DISPLAY OF ONE OR MORE
12 NONBEVERAGE PRODUCTS OR ANOTHER PHYSICAL DIVIDER;

13 (b) DISPLAY A SIGN IN THE AREA DESCRIBED IN SUBSECTION
14 (5.5)(a) OF THIS SECTION THAT:

15 (I) IS PROMINENT;

16 (II) IS EASILY READABLE BY CONSUMERS;

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

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

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

24 **44-4-107. Local licensing authority - application - fees -**
25 **definitions - rules.** (4.5) ON AND AFTER JANUARY 1, 2025, A FERMENTED
26 MALT BEVERAGE AND WINE RETAILER LICENSED UNDER SUBSECTION (1)(a)
27 OF THIS SECTION SHALL:

1 (a) (I) DISPLAY ALL ALCOHOL BEVERAGES ACCESSIBLE BY AND
2 VISIBLE TO A CONSUMER IN NO MORE THAN ONE LOCATION ON THE RETAIL
3 SALES FLOOR, WHICH LOCATION IS NOT ADJACENT TO A DISPLAY OF
4 NONALCOHOL BEVERAGES AND MUST NOT EXCEED ONE PERCENT OF THE
5 LICENSEE'S TOTAL RETAIL SPACE, UNLESS THE LOCATION IS A COOLER WITH
6 A DOOR FROM WHICH THE NONALCOHOL BEVERAGES ARE NOT ACCESSIBLE;
7 OR

8 (II) SEPARATE THE DISPLAY OF ALCOHOL BEVERAGES FROM THE
9 DISPLAY OF NONALCOHOL BEVERAGES WITH A DISPLAY OF ONE OR MORE
10 NONBEVERAGE PRODUCTS OR ANOTHER PHYSICAL DIVIDER; AND

11 (b) DISPLAY A SIGN IN THE AREA DESCRIBED IN SUBSECTION
12 (4.5)(a) OF THIS SECTION THAT:

13 (I) IS PROMINENT;

14 (II) IS EASILY READABLE BY CONSUMERS;

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

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

20 **SECTION 7. Act subject to petition - effective date.** This act
21 takes effect at 12:01 a.m. on the day following the expiration of the
22 ninety-day period after final adjournment of the general assembly; except
23 that, if a referendum petition is filed pursuant to section 1 (3) of article V
24 of the state constitution against this act or an item, section, or part of this
25 act within such period, then the act, item, section, or part will not take
26 effect unless approved by the people at the general election to be held in

1 November 2024 and, in such case, will take effect on the date of the
2 official declaration of the vote thereon by the governor.