

Summary of Legislation

2024



Labor & Employment

During the 2024 legislative session, the General Assembly considered several measures related to labor and employment, including measures related to workforce development, workers' compensation, and state employee benefits.

Workforce Protection

[House Bill 24-1095](#) increases remedies and penalties for violations of the Colorado Youth Employment Act. The bill eliminates penalties on parents or other guardians who knowingly violate the act and allows for reduction or elimination of fines if a minor worker lies about their age. Entities that violate the act must pay damages to the minor.

[House Bill 24-1324](#) gives the Department of Law the authority to make rules related to restrictive employment agreements. It also makes an employer's recovery of education and training expenses from an employee subject to existing consumer protection laws. The bill increases the penalty amount the department can recover when an employer attempts to enforce a covenant that is void under the law and makes any non-compete covenant restricting the right of employees to receive compensation a deceptive trade practice.

Under [House Bill 24-1129](#), delivery network companies (DNC) such as Uber Eats and Grubhub will be required to provide certain disclosures and develop deactivation policies

for customers and drivers. A DNC is required to:

- electronically disclose the money paid by the consumer, the amount the driver will receive, and the amount retained by the DNC for each offering of a delivery task;
- provide drivers with and post a contract, in multiple languages commonly spoken by drivers in the state, 14 days before the contract becomes enforceable;
- ensure a driver has at least 60 seconds to accept a task after it is offered; and
- develop a deactivation policy for removing a driver from the platform that is available in multiple languages spoken by drivers in the state.

Similarly, [Senate Bill 24-075](#) requires transportation network companies (TNC) such as Uber or Lyft to develop similar disclosure and deactivation policies for customers and drivers. Along with this, the Department of Labor and Employment must certify a driver support organization to represent and support drivers through deactivation or suspension procedures. Finally, TNC's are prohibited from deactivating or suspending a driver based on the driver's acceptance of transportation tasks.

Workers' Compensation

[House Bill 24-1139](#) provides for the continued payment of workers' compensation death benefits to a surviving

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spouse, even after remarriage, if the deceased employee worked in a high risk job. High risk jobs include specified positions in the Department of Corrections, the Department of Public Safety, the Department of Transportation, and Colorado Parks and Wildlife.

Under current law, a workers' compensation claimant's benefit is determined by an impairment rating. A claimant whose impairment rating is 19 percent or less may receive up to \$75,000 from combined temporary and permanent partial disability payments. A claimant with more than 19 percent impairment may receive up to \$150,000. [House Bill 24-1220](#) increases those payment caps to \$185,000 and \$300,000, respectively.

[Senate Bill 24-149](#) prohibits the state from requiring an employee to resign or from barring an employee from future state employment as a condition of settlement when negotiating with state government workers that file workers' compensation claims. The bill also requires the Department of Personnel and Administration to solicit bids for workers' compensation insurance from Pinnacle Assurance and at least five other insurance companies to present to the General Assembly.

State Employees

Under current law, the Department of Corrections must pay a corrections officer overtime when they work more than 12 hours in a 24-hour period. Under [House Bill 24-1228](#), the Department does not need to pay over time if the additional time

is part of the officer's compressed, flexible, or alternative schedule.

Under current law, the state offers group benefit plans to government employees such as medical and dental plans.

[House Bill 24-1293](#) allows the state to offer voluntary benefits that an employee may opt into by contributing a portion of their salary. The state may offer a contribution match.

Workforce Development

[House Bill 24-1280](#) establishes the Statewide Welcome, Reception, and Integration Grant Program in the Department of Labor and Employment. The program awards grants to community-based organizations that provide culturally and linguistically appropriate navigation of state services to migrants within one year of arrival in the United States.

The Regional Talent Development Initiative Grant Program awards grants to programs that connect Coloradans to in-demand, high-skill, and high-wage occupations.

[House Bill 24-1365](#) extends the funding for this program and establishes a workforce shortage tax credit for infrastructure and equipment improvements to training programs that help alleviate worker shortages.

