

## **Centro de los Trabajadores**

Denver, CO

April 6, 2026

Re: SB26-121

Dear Members of the House Agriculture, Water and Natural Resources Committee,

My name is Mayra Juarez-Denis, Executive Director at El Centro de los Trabajadores - Colorado, the only worker center representing more than 2,000 immigrant workers in the state. I am sending this written testimony against SB 26-121.

As we all know, most of the agricultural workforce is composed of immigrant workers; currently, one of the most **valuable** workers in our community, and unfortunately, one of the most **vulnerable** in these current times of severe oppression and persecution. More than ever, we need to increase solid and institutional protections for our workers, increase workplace conditions, wages, generational wealth, and prevent discriminatory practices.

SB26-121 is asking workers to raise the overtime threshold to 56 hours, meaning farm workers could be required to work two EXTRA FULL DAYS before earning any overtime pay, before earning one dollar of overtime pay. This is straight forward exploitation and wage theft. We will be stealing openly from an already workforce at risk, and openly crushing the dignity of their labor.

Colorado's farm workers are already facing an 8% to 15% wage cut in 2026 due to federal regulatory changes. Colorado passed the Agricultural Workers' Rights Act — a landmark step toward correcting decades of inequity. SB 26-121 threatens to undo that progress. Agricultural workers do extremely demanding work in extreme conditions to feed Colorado AND the country. They deserve fair overtime protections, and the same respect as any other workers in the state.

On behalf of our immigrant workforce, we ask you TO NOT PASS SB26-121 as it will open the door to the continuous discrimination and exploitation of our immigrant workers.

Good afternoon, everyone,

My name is Circe Leon; I am part of the Project Protect Promotora Network. As a promotora for almost six years I have been seeing the conditions and injustices that a farmworker lives in northern Colorado, especially in Weld County.

A field worker and a dairy, egg or meat industry worker share several conditions that characterize them. They generally work extended hours. They are also workers in an industry that never stops. Many producers need personnel to work 365 days a year, 24 hours a day, for the specific needs that the business requires.

These industries are normally populated by workers who must provide almost unconditional availability, constant attention to any emergency, or situation that may arise. They are working under pressure, sacrificing their health, personal well-being and time with family for an income that often does not stand for the hours worked or the salary that the law requires.

During all these years I have seen the misfortunes and injustices that this working population lives day after day. I have also seen their dedication, the effects on their physical health, and even the emotional exhaustion of constant abuse.

Work in the agriculture industry is not an easy job. It is a job that apparently does not require high qualifications, but it almost always requires a certain skill or specialization that are not always well valued. Not only is a minimum knowledge of working the land needed, but it also requires something much more valuable, specific physical conditions that allow them to work the field under elevated temperatures, with long days and physical strain that go far beyond normal. Those bodies must have some resistance to hard physical work, a quick recovery from wear and tear, and a mind strong enough not to give in to the consequences of daily stressful exertion. In addition, they often have to endure certain abuse or negligence on the part of the owner or those who manage the business.

Long hours and overtime work are a necessity, especially during harvest or planting seasons. So, if it's a necessity for business. These overtime hours should also provide extra income for the person who works them. My question is... Does the worker have the choice to work less? Can you decide not to work overtime?

No, not really. The farmworker who comes to request a break or time off is punished, mislabeled as a problem or simply fired. They must be unconditionally available.

The worker must eat properly, rest and provide himself with certain supplements and care that allow him to conduct his work and maintain his health. And have you ever wondered how he does it? Well, they don't always, because there is no time for it and there is not enough income for the health care they require. Did you know that most farm workers do not go to medical care because of the excessive costs?

This is an industry that has benefited from cheap labor and migrants who cannot assert their rights. Workers have not had a voice. So, what will we do as a society? Will we close our eyes? Will we continue to ignore abuse?

So, I invite you to do the correct thing, give them fair overtime pay.

Good afternoon, Let me start off with this, I am very disappointed that I had to be here. I shouldn't have to tell you that these workers deserve overtime while your on salary and never have to worry about where your food comes from. And that is all thanks to these people that work tirelessly on strict timelines just to ensure you have the best crops to eat.

So far all the data and reasoning for this bill seems to have nothing to do with the workers, it's the farmers growing less and the water and ownership. sounds like the farmers problem. If we cannot pay our workers that we contract a livable wage then maybe we shouldn't be exploiting them to begin with.

And please take these studies that Rep. Martinez and winter is presenting with a grain of salt. As a scientist the difference between causation and correlation are very important. There are many other factors like water. These statistics they are presenting does not take into account every other factor affecting these workers wages. So to claim that their wages are only affected by this overtime limit, is in fact not true.

Like Rep. Martinez just stated, many workers are claiming to not reach 48 hours, if so why must we increase it to 56. There is no logic in this bill, only a favor for the agricultural industry.

These are the people who come from all over the world to provide you with the food you eat. They are human people and deserve every benefit others get. Why should they not, if anything they deserve more, we are asking them to do jobs that no one else is willing to do?

And because of the massive deportations, there are fewer farm workers available so therefore are more likely required to work longer hours. So they should be paid for their time like everyone else, for a job that benefits everyone else.

Would you be willing to do backbreaking work if you were not being paid for it? You probably wouldn't even be willing to do this work even with bonus pay! As Dolores Huerta said herself, this bill would be detrimental to our workers and food systems.

If you call yourself a Christian take a closer look at what that really means. Are you being hypocritical - are you living by the Golden Rule?

Come on now, use your common sense and pay these folks what they deserve. How does it benefit you to do otherwise?

So I ask you to vote no to this bill.

So you may you have a clear conscience to be able to sleep with yourself.

# Overtime for Agricultural Workers in Colorado

As of January 1, 2025, agricultural workers must receive Overtime Pay for hours worked over 48 hours per week.

(Overtime Pay is 1½ times the regular rate of pay)

## **EXCEPTION FOR HIGHLY SEASONAL EMPLOYERS:**

Highly Seasonal Employers Can Choose 22 WEEKS “Peak Weeks” (approx. 5 months), during which their agricultural workers will not receive Overtime Pay until they work over 56 hours per week.

### *Who are Highly Seasonal Employers?*

Agricultural employers whose workforce doubles for a portion of the year. This exception likely applies to most of Colorado’s fruit & vegetable producers.

#### **Example 1: Seasonal Agricultural Worker**

“Cesar” works at an orchard.

*This is a highly seasonal employer.*

His hourly wage is \$17.00 per hour

OT Hourly Pay \$ 17x1.5 = \$ 25.50

Peak Weeks = April 13<sup>th</sup> – Sept 13<sup>th</sup> 2025.

Cesar’s Weekly Hours July 28<sup>th</sup> – Aug 3<sup>rd</sup>:

Monday:	8 hours
Tuesday:	8 hours
Wednesday:	10 hours
Thursday:	10 hours
Friday:	8 hours
Saturday:	8 hours
Sunday:	4 hours

Total work hours for week = 56

# of Hours Worked at Overtime Rate = 0

56 hours x \$ 17 = \$ 952

**Total Weekly Earnings = \$ 952**

#### **Example 2: Non-Agricultural Worker**

“Jorge” works in construction.

Jorge’s hourly wage is \$28.00 per hour

OT Hourly Pay \$ 28 x 1.5 = \$ 42

Jorge’s Average Weekly Work Hours for Any Week of the Year:

Monday:	10 hours
Tuesday:	10 hours
Wednesday:	10 hours
Thursday:	10 hours
Friday:	10 hours
Saturday:	OFF
Sunday:	OFF

Total work hours for week = 50

# of Hours Worked at Overtime Rate = 10

40 hours x \$ 28 = \$ 1,120

10 hours x \$ 42 = \$ 420

**Total Weekly Earnings = \$ 1,540**



April 6, 2026

**RE: Protect Farmworkers and Vote NO on SB26-121**

Dear Madam Chair and Members of the Committee,

I am writing on behalf of Hunger Free Colorado to urge you to oppose SB26-121: *Overtime Threshold for Agricultural Employees*.

SB26-121 would require farmworkers in Colorado to work 56 hours before earning overtime pay – 16 hours (or two full work days) more than most workers in our state. Farmworkers are essential to Colorado's food system and their labor makes it possible for food to reach our tables and our communities. Fair overtime standards are not optional; they are fundamental to the health, safety, and dignity of workers who keep our food system running.

Proponents argue that the agriculture industry is struggling and that workers want more hours. But the challenges facing the agricultural sector do not justify rolling back basic labor protections. When employers face challenges, workers are the ones who absorb the cost through lower wages, instability, and unsafe conditions. SB26-121 would only deepen that inequity by asking workers to give more while receiving less.

At Hunger Free Colorado, we connect people to food resources and drive policy and systems change to end hunger. We know that a strong food system depends on the people who grow and harvest our food – and protecting farmworkers is essential to ensuring that system works for everyone.

We work directly with individuals and families across Colorado through our statewide Food Resource Hotline, connecting people to food resources and helping them apply for and keep SNAP. Through this work, we hear every day from people who are working hard and still struggling to afford basic needs as wages remain stagnant while the cost of food, housing, and everyday essentials continues to rise.

If workers are asking for more hours, it is not simply a reflection of dedication – it is a reflection of wages that do not keep up with the rising cost of living. Delaying overtime pay does nothing to address that reality. Instead, it prolongs financial instability while increasing the risk of exhaustion, injury, and long-term health consequences. SB26-121 prioritizes economic interests over workers' dignity and shifts the burden of structural challenges onto those already carrying the heaviest load.

This proposal continues a long history of excluding farmworkers from the basic labor protections afforded to nearly every other worker. When Congress enacted the Fair Labor Standards Act in

1938, agricultural workers were deliberately excluded from protections like minimum wage and overtime. That decision was rooted in the systemic exclusion of Black and brown workers who made up much of the agricultural and domestic workforce. Nearly 90 years later, the consequences of those decisions persist, and farmworkers still lack equal protections guaranteed to other workers. SB26-121 reinforces that legacy by deepening inequities rather than correcting them.

We recognize that the challenges facing the agricultural sector today – driven in part by federal policies, including tariffs, trade decisions, and global conflicts – are significant. But those challenges are not of farmworkers' making, and SB26-121 shifts their cost onto workers who should not be asked to bear it. The workers who sustain our food system should not be the ones asked to sacrifice the most when the system is under strain.

During Farmworker Awareness Week, the General Assembly honored and uplifted the contributions of farmworkers. But recognition without protection is not enough. We cannot claim to honor farmworkers while simultaneously advancing policies that weaken their rights.

A food system that relies on farmworkers while denying them protections is not a system built on fairness, dignity, or justice. It is a system that fails the very people who sustain it every day.

**We urge you to stand with farmworkers, protect workers' rights, and support a food system that works for everyone. For these reasons, we urge you to oppose SB26-121.**

Sincerely,

Mariah Guerrero, *Senior Public Policy Manager*  
Hunger Free Colorado  
[mariah@hungerfreecolorado.org](mailto:mariah@hungerfreecolorado.org)

## Testimony on Senate Bill 26-121 (“SB26-121”), “Overtime Threshold for Agricultural Employees”

**1. Background.** I am a Professor at the University of Colorado Law School, specializing in labor/employment law, economic and statistical analysis, and litigation.<sup>1</sup> From June 2019 to August 2025, I was Director of the CDLE Division of Labor Standards and Statistics (DLSS), the agency responsible for two areas of state government work:

- *labor rights* — investigations and enforcement, rulemaking and policy analysis, and outreach; and
- *labor economics* — producing, analyzing, and presenting Colorado labor data.

**2. The state’s analyses and findings on farmworker overtime: 2019 and 2021.** Twice, the state researched overtime in agriculture. I led both efforts as DLSS Director, personally conducting and supervising the work, presenting it to the Governor and others, then publishing the findings and adopting new agricultural rules:

- in 2019, first adding *break* rights in the wage-and-hour rules DLSS issues and enforces; then
- in 2021, first adding *overtime premium pay* rights in those rules.

Since then, the state has conducted no other researched analyses and findings on agricultural overtime. Nor did the Governor or the legislature seek any from DLSS, the state agency charged with labor law and economics research, before the spring 2025 drafting of the bill to lessen agricultural overtime, now proposed as SB26-121. The following, therefore, are the state’s only researched analyses and findings on agricultural overtime. And in those 2019<sup>2</sup> and 2021<sup>3</sup> analyses, as well as in a 2021 legislative declaration, **the state consistently concluded the same: agricultural workers warrant overtime rights as much as, and in some ways more than, other workers.**

**a. Overtime pay isn’t about increasing pay, it’s about disincentivizing the long hours that decrease worker safety and well-being — risks that are *highest* in agriculture.** “[T]he original purpose of the federal overtime statute in 1938” that required time-and-a-half pay for weeks over 40 hours was that, “as multiple studies confirm, expanding overtime coverage increases jobs — because it induces employers to spread work among more employees, rather than to assign heavy overtime to fewer employees.” (2019 findings, p.27.) But Colorado’s overtime pay expansions in 2019 (focused in construction) and 2021 (in agriculture) stressed another reason:

comments [to DLSS] and research [by DLSS] on the ill effects of long hours, especially in arduous work, ... [a]s the federal Occupational Safety and Health Administration explains in summarizing ... studies: “Working 12 hours per day is associated with a 37% increased risk of injury.... [E]xtended shift[s] ... increased by 16.2% [the] monthly risk of a motor vehicle crash .... Decreased alertness from worker fatigue has been a contributing factor in industrial disasters[,] ... increased workers' compensation cost[, and] ... fatigue-related, health-related lost productiv[ity]....” (2021 findings, p.6).

And agriculture is the #1 industry to which this safety rationale for overtime applies, DLSS consistently found:

- “Agricultural workers are 2.26 times more likely than others to work over 50 hours per week (per BLS data), and comments to the Division confirm the existence of 6-7 day weeks of 12-13 hours, with some longer ... , in Colorado” (2021 findings, p.6; citing U.S. Bureau of Labor Statistics); and
- per Bureau of Labor Statistics data, “construction had the largest number ... of fatal occupational injuries, though agriculture had the highest rate.” (2019 findings, p.23; also cited in 2021 findings.

**b. The historical denial of overtime for agriculture was racially motivated, the legislature found.** The exclusion of agriculture from overtime dates to 1938, and in Colorado, SB21-087 required DLSS to give “meaningful overtime and maximum hours protections to agricultural employees” with this charge in a “legislative declaration”:

<sup>1</sup> This submission is on my own behalf, not representing or advocating for any other person, employer, or other entity.

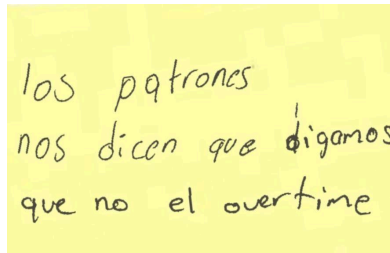
<sup>2</sup> The **2019 findings** are Part IV(C), p.16-44, of the regulatory findings for Rule 2 (Coverage, Exceptions, and Exemptions) of the original COMPS Order: [Statement of Basis, Purpose, Authority, and Findings for COMPS Order #36](#), 7 CCR 1103-1 (Jan. 22, 2020) (direct link: [drive.google.com/file/d/1tbC4je3swyhv-acgq-E5i4PLxQEP1Hji](https://drive.google.com/file/d/1tbC4je3swyhv-acgq-E5i4PLxQEP1Hji))

<sup>3</sup> The **2021 findings** are in Part IV(C)-(F), p.3-8, of the regulatory findings for adding agricultural overtime in COMPS Order #38: [Statement of Basis, Purpose, Authority, and Findings for COMPS Order #38](#), 7 CCR 1103-1 (Nov. 10, 2021) (direct link: [drive.google.com/file/d/12NoK\\_LUzCY9HxyViEJaHN\\_3hrhVOHVUo](https://drive.google.com/file/d/12NoK_LUzCY9HxyViEJaHN_3hrhVOHVUo))

[T]he [DLSS] director shall consider the inequity and racist origins of the exclusion of agricultural employees from overtime and maximum hours protections available to other employees, the fundamental right of all employees to overtime and maximum hours standards that protect the health and welfare of employees, and the unique difficulties agricultural employees have obtaining workplace conditions equal to those provided to other employees. (C.R.S. 8-6-120.)

That 2021 legislative declaration's caution to remedy the denial of equal overtime protection was not limited to 1938 motivations. It also stressed the ongoing lack of "workplace conditions equal to those provided to other employees" for the predominantly Spanish-speaking immigrants whom the data show to be a majority of agricultural workers, and whom DLSS experience (speaking to hundreds of agricultural workers across Colorado) show to be the *overwhelming majority* of those actually working the long overtime hours at issue here.

**c. What workers told DLSS about granting overtime protections: "The bosses told us to say no ...."** Executing its SB 21-087 charge to adopt overtime protections in agriculture, DLSS sought public comment on the proposed overtime rule in not only the usual Denver rulemaking hearings, but also meetings across Colorado where DLSS deployed multiple staff (including me) to speak to hundreds of agricultural workers. In *group and public settings*, many workers denied wanting overtime pay, saying they like long hours. But in more *private or protected settings*, or in written comments in a box DLSS provided for discreet comments, workers often said the opposite — or, as in this comment from a fall 2021 meeting, that "the bosses told us to say no" to the overtime proposal:



los patronos  
nos dicen que digamos  
que no el overtime

**d. The curious decision to do no analysis that could support or undercut an overtime cut.** In expanding overtime to new areas, analyzing future impact often isn't doable — but sometimes is, as in DLSS's 2019 findings:

- in expanding overtime into *construction*, DLSS analyzed a short period years ago when Colorado *did* require construction overtime, finding that "job growth in construction averaged 1.0% per month — higher than before (0.6%...) or after (0.8%...). Nor was there a negative impact on pay ...."
- in expanding overtime into *lower-paid manager jobs*, DLSS found a study by investment bank Goldman Sachs (no labor-biased entity) "estimat[ing] that an increase in the overtime-exempt salary would yield a total of 120,000 new hires nationwide ... without undue cost to employers," and DLSS's own study of other states' similar overtime expansions "found that in states that instituted overtime-exempt salaries above the federal level, the unemployment rate dropped, by an average of 0.6% compared to the national unemployment rate." (2019 findings, p.27-30.)

In 2021, DLSS couldn't feasibly analyze agricultural overtime impacts, given the brisk overtime rules required and limited agricultural labor data available. But with agricultural overtime in place since 2022, DLSS now *could* do an analysis, and the state agricultural advisory committee actually requested one. But the Governor requires his office to approve such studies, and has not greenlit DLSS to do such an analysis, instead supporting this overtime cut without any data support. And the limited data I've seen cited as supporting overtime pay cuts are far off-point:

- one data set shows only that a fraction of agricultural employers may be struggling — with no effort to tie overtime to any such struggles, and no disclosure of the data to assess reliability; and
- another writeup was weakly anecdotal, using unverified private data (not the public data DLSS uses), from only 10 Oregon employers, split among only three areas (nursery, dairy, tree fruit) that exclude much of the Colorado work SB 26-121 would cover (grapes, carrots, ranching, etc.).

### 3. The state's policy decisions on farmworker overtime: no basis for a broad exemption for agriculture.

a. **Any reasons for a broad agriculture exemption were already rejected for other similar industries.** The state's 2019 and 2021 findings all supported agricultural workers receiving the same overtime pay as others. But the actual question was the reverse: the state, years ago, already found overtime pay presumptively warranted after 40 hours — so was there any reason to exempt agriculture? No, DLSS found: any reason anyone had suggested to exempt agriculture had already been rejected for a wide range of similar occupations and industries.

*Construction* is in many ways the most similar work — much of it strenuous or at least tiring labor, exposed to the elements, with the longest hours performed mainly by immigrants. In 2019, Colorado granted construction the same overtime rights as other work — in the same COMPS Order that still denied agriculture *any* overtime rights.

*Food processing*, such as meatpacking and slaughterhouses, similarly is also physically taxing labor, exposed to different but real hazards (blades, raw meats, etc.), with the longest hours performed mainly by immigrants. But those workers too have the same overtime rights as other workers, not the lesser standards proposed for agriculture.

*Ski* is as highly seasonal as agriculture, and seasonal employers often argue they can't readily avoid overtime cost by staffing up. *Ski is exempt* from 40-hour overtime, *but* with key limits:

- exemption is for *only the highly seasonal work* ("ski area operations for downhill skiing or snowboarding"), not for other work outside those seasonal tasks (*e.g.*, not the resort workers);
- exempt seasonal ski work still receives weekly overtime pay after *56 hours* under federal law, the *same* standard Colorado in 2021 adopted for seasonal agriculture — plus daily overtime after 12 hours, which is *better* than Colorado adopted for seasonal agriculture (15 hours).

b. **Even if any exemption for agriculture is adopted, it must be limited to highly seasonal work.** These precedents from other industries show how limited any exemption must be. In 2021, everyone involved in the state's agricultural overtime work agreed: **any arguments for exemption apply to only the highly seasonal work**, in particular fruit and vegetable growing (which now has the same 56-hour overtime as seasonal ski work), but not dairies and ranches — whose more year-round operations make them similar to meatpacking and slaughterhouses. When I made that comparison in the state's internal discussions, nobody argued the opposite — that if two workers both processed cattle products, overtime somehow makes sense for only the one in a slaughterhouse, not the one in a ranch or dairy. Even if the legislature disagrees with my support of 40-hour agricultural overtime, there is no logic to lesser overtime for *non-seasonal* work. That is all SB 26-121 does, rendering it a fundamentally flawed approach.

**4. Is SB 26-121 a litigation Trojan horse? It worsens the state's litigation risk, raising the odds a court ruling may require 40-hour overtime.** The state faces ongoing litigation claiming that Colorado violates constitutional equal protection by denying 40-hour overtime to agricultural workers. That claim already won in Washington, which is why that state now requires 40-hour overtime, not any compromise struck by the legislature and executive, as in Colorado. What that litigation must prove is, essentially, just the points I made above: that the state lacks a valid, non-discriminatory basis to single out agricultural workers for worse treatment, then *worsen* that disparity in SB 26-121: it contradicts all state analyses and findings; it lacks any basis to arbitrarily treat agriculture worse than similar work; it overbroadly exempts more than highly seasonal work; and it worsens the racial bias that a 2021 law acknowledged, and charged the state with redressing. So **all SB 26-121 really does is put in legal jeopardy the 56-hour exemption fruit and vegetable growers now enjoy**, by spreading it to dairies and ranches, where it makes no sense — empowering the attack that this whole agricultural exemption scheme is just arbitrariness and bias.

If the legislature sees problems with agricultural overtime, it could **charge DLSS, with quite modest funding, to research and produce options, for consideration in the next legislative session.**<sup>4</sup> I would be happy to discuss any of these matters further, whether in the live testimony I intend to give at today's hearing, or in any other setting, now or in the future. Thank you for this opportunity to offer my perspective.

  
Scott Moss

<sup>4</sup> I have not run this idea by DLSS, but I am certain they could do an excellent job.

House Agriculture, Water & Natural Resources

04/06/2026

SB26-121 Overtime Threshold for Agricultural Employees

Typed Text of Testimony Submitted

Name, Position, Representing	Typed Text of Testimony
Ana Schultz Against Project Protect Food Systems / Promotora Network	<p>Hi, I'm Ana Schultz, Regional Director for Project Protect Promotora Network Region 2, covering Weld and Larimer Counties. I'm strongly opposed to SB 26-121.</p> <p>The agricultural industry relies heavily on immigrant labor due to high demand and locals' reluctance for such demanding work. Even Trump supporter Greg Moes, a South Dakota dairy farmer, warned CNN in December 2024 that mass deportations would cause food shortages within two days, acknowledging his operation's dependence on immigrant workers [1][2].</p> <p>Given this reliance, why doesn't the industry recognize the need to compensate workers fairly with overtime pay after 40 hours, like other sectors? They deserve it!</p>
Benu Amun-Ra Against themselves	<p>Farmworkers suffer enough labor and little to no support for all that they do with their broken bodies. This industry built the wealth of this country and America continues to perpetuate this harmful extractive behavior without EVER giving back to the people who contribute and suffer the most. Why should the Agricultural sector think they should be treated any differently than a regular 9-5 employee? Especially when they sacrifice everything just to feed their families INCLUDING the communities they serve! I say NO! Enough! No Mas! They deserve better! Give them their overtime!!!</p>
Iriana Medina Against themselves	<p>If any worker of any other industry gets overtime pay at hour 40, how is it fair for a worker in 90-100 degrees to work 60 hours before they get paid overtime. This is the people that feed us and this is pretty much pulling the rug out of the feet of the foundation of the food industry. You have little brain cells if you think this won't reach you.</p>
Thai Nguyen Against	<p>Good afternoon, Chair and members of the committee.</p> <p>My name is Thai Nguyen. I am the daughter of a veteran and farmers. I am the founder and Executive Director of Kaizen Food Share, and I've</p>

themselves	<p>served on both the Office of New Americans Advisory Committee and the USDA Beginning Farmer and Rancher Committee.</p> <p>I am here to urge a NO vote on SB 26-121.</p> <p>When the Fair Labor Standards Act passed in 1938, agricultural workers were deliberately excluded from overtime protections, a decision that fell hardest on Black and brown workers. Nearly 90 years later, we are still living with that legacy.</p> <p>Colorado took a step toward justice in 2021. This bill erases it.</p> <p>Agricultural workers already endure 56-hour weeks before earning overtime, while facing wage cuts, instability, and fear. Asking them to work longer for less is not policy. It is harm.</p> <p>If we depend on their labor to feed our communities, our laws must reflect their worth.</p> <p>Please vote NO on SB 26-121. Thank you</p>
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