



**Legislative Council Staff**

*Nonpartisan Services for Colorado's Legislature*

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**Final Fiscal Note**

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<b>Drafting Number:</b>	LLS 24-1189	<b>Date:</b>	July 12, 2024
<b>Prime Sponsors:</b>	Sen. Rodriguez; Sullivan Rep. Woodrow; Titone	<b>Bill Status:</b>	Signed into Law
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**Bill Topic:** **PUBLIC EMPLOYEES' WORKPLACE PROTECTIONS**

<b>Summary of Fiscal Impact:</b>	<input type="checkbox"/> State Revenue	<input type="checkbox"/> State Transfer	<input type="checkbox"/> Local Government
	<input checked="" type="checkbox"/> State Expenditure	<input type="checkbox"/> TABOR Refund	<input type="checkbox"/> Statutory Public Entity

The bill clarifies definitions in the Protection for Public Workers Act. It minimally increases state workload in FY 2024-25.

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**Appropriation Summary:** No appropriation is required.

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**Fiscal Note Status:** The final fiscal note reflects the enacted bill.

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**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.

**State Expenditures**

The bill increases workload in FY 2024-25 for the Department of Labor and Employment (CDLE) to make changes to rules and published guidance on the Protection for Public Workers Act. This increase in workload can be accomplished within existing resources.

**Departmental Difference**

The CDLE estimates it requires 0.4 FTE in FY 2024-25 only at a cost of about \$50,000 General Fund to perform rulemaking and update published guidance to implement the bill. The fiscal note does not include these costs because the fiscal note for SB 23-111 included ongoing resources which can be used to address the bill's clarifications.

**Effective Date**

The bill was signed into law by the Governor on June 7, 2024, and takes effect on August 7, 2024, assuming no referendum petition is filed.

**State and Local Government Contacts**

Judicial  
Personnel

Labor

Law

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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](#).