



Legislative Council Staff

Research Note

Version: Final

Date: 10/6/2016

Bill Number

House Bill 16-1114

Sponsors

Representative DelGrosso
Senator Ulibarri

Short Title

Repeal Duplicate Reporting
Requirements

Research Analyst

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Status

This research note reflects the final version of the bill, which became effective on August 10, 2016.

Summary

This bill eliminates current employment verification standards that:

- require each employer in Colorado to attest within 20 days that it has verified the legal work status of each employee, has not altered or falsified employee identification documents, and has not knowingly hired an unauthorized alien;
- require each employer in Colorado to submit documentation to the director of the Division of Labor in the Colorado Department of Labor and Employment that demonstrates that the employer is in compliance with federal employment verification requirements; and
- fine an employer for failing to provide documentation or for providing fraudulent documentation.

Background

Colorado employers are required to continue following federal requirements by having employees fill out an employment eligibility verification (I-9) form.

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House Action

House Business Affairs and Labor Committee (March 22, 2016). At the hearing, representatives from the Colorado Farm Bureau, Colorado Competitive Council, Colorado Restaurant Association, Colorado Fiscal Institute, and American Immigration Lawyers Association testified in support of the bill. The committee adopted amendment L.001 and referred the bill to the House Appropriations Committee. Amendment L.001 made several technical changes to the bill and also maintained the ability of the director of the Division of Labor to validate Colorado employers' compliance with federal employment verification requirements.

House Appropriations Committee (April 7, 2016). The committee referred the bill, unamended, to the House Committee of the Whole.

House second reading (April 11, 2016). The House adopted the House Business Affairs and Labor Committee report and passed the bill on second reading with no additional amendments.

House third reading (April 12, 2016). The House passed the bill, unamended, on third reading.

Senate Action

Senate Business, Labor, & Technology Committee (April 25, 2016). At the hearing, representatives from the Colorado Restaurant Association, Colorado Farm Bureau, Colorado Competitive Council, and Colorado Association of Commerce and Industry testified in support of the bill. A representative from the Colorado Department of Labor and Employment testified on the bill in a neutral position. The committee referred the bill, unamended, to the Senate Committee of the Whole with a recommendation that it be placed on the consent calendar.

Senate second reading (May 2, 2016). The Senate passed the bill, unamended, on second reading.

Senate third reading (May 3, 2016). The Senate passed the bill, unamended, on third reading.