

HOUSE COMMITTEE OF REFERENCE REPORT

Chairman of Committee

April 28, 2016
Date

Committee on Health, Insurance, & Environment.

After consideration on the merits, the Committee recommends the following:

HB16-1435 be amended as follows, and as so amended, be referred to the Committee on Appropriations with favorable recommendation:

- 1 Amend printed bill, page 5, after line 4 insert:
 - 2 "(2) "COVERED EMPLOYER" MEANS:
 - 3 (a) THE STATE, EACH COUNTY, CITY AND COUNTY, CITY, TOWN,
 - 4 AND IRRIGATION AND SCHOOL DISTRICT OF THE STATE, AND ANY PUBLIC
 - 5 INSTITUTIONS OR ADMINISTRATIVE BOARD THEREOF THAT HAS TWO
 - 6 HUNDRED FIFTY OR MORE EMPLOYEES EMPLOYED IN COLORADO, SOME OR
 - 7 ALL OF WHOM ARE LOW-WAGE EMPLOYEES; AND
 - 8 (b) EVERY PERSON, ASSOCIATION OF PERSONS, FIRM, OR PRIVATE
 - 9 CORPORATION, INCLUDING ANY PUBLIC SERVICE CORPORATION, MANAGER,
 - 10 PERSONAL REPRESENTATIVE, ASSIGNEE, TRUSTEE, AND RECEIVER, WHO
 - 11 HAS TWO HUNDRED FIFTY OR MORE INDIVIDUALS REGULARLY ENGAGED IN
 - 12 THE SAME BUSINESS OR EMPLOYMENT IN COLORADO, SOME OR ALL OF
 - 13 WHOM ARE LOW-WAGE EMPLOYEES, IN SERVICE UNDER ANY EXPRESSED OR
 - 14 IMPLIED CONTRACT OF HIRE."
- 15 Renumber succeeding subsections accordingly.
- 16 Page 5, strike lines 18 through 27.
- 17 Page 6, strike line 1.
- 18 Renumber succeeding subsections accordingly.

1 Page 6, after line 8 insert:

2 "(8) "LOW WAGE" MEANS A REGULAR RATE OF PAY THAT IS:

3 (a) LESS THAN TWELVE DOLLARS PER HOUR FOR THE CALENDAR
4 YEAR 2018; AND

5 (b) LESS THAN TWELVE DOLLARS PER HOUR ANNUALLY ADJUSTED
6 FOR INFLATION AS MEASURED BY THE CONSUMER PRICE INDEX FOR ALL
7 URBAN CONSUMERS FOR THE DENVER-BOULDER-GREELEY, COLORADO
8 METROPOLITAN AREA FOR CALENDAR YEAR 2019 AND FOR EACH
9 CALENDAR YEAR THEREAFTER."

10 Renumber succeeding subsections accordingly.

11 Page 6, line 10, strike "OF LESS THAN TWELVE DOLLARS PER HOUR."

12 Page 6, strike lines 11 through 13 and substitute "THAT IS A LOW WAGE;
13 EXCEPT THAT "LOW-WAGE EMPLOYEE" DOES NOT INCLUDE AN EMPLOYEE
14 WHO IS BEING PAID FOR HIS OR HER PARTICIPATION IN AN INTERNSHIP
15 PROGRAM OR A PRE-APPRENTICESHIP PROGRAM IF:

16 (a) THE PROGRAM IS SPONSORED BY, COORDINATED WITH, OR
17 OTHERWISE FORMALLY RECOGNIZED BY THE FEDERAL GOVERNMENT OR
18 THE GOVERNMENT OF THIS STATE;

19 (b) THE PARTICIPATION OF THE EMPLOYEE IN THE PROGRAM IS
20 INTENDED TO BE TEMPORARY IN NATURE; AND

21 (c) UPON SUCCESSFUL COMPLETION OF THE PROGRAM, THE
22 EMPLOYEE IS EXPECTED TO OBTAIN FULL-TIME EMPLOYMENT IN AN
23 OCCUPATION IDENTIFIED AS A TOP JOB IN THE ANNUAL COLORADO TALENT
24 REPORT PREPARED BY THE STATE WORKFORCE DEVELOPMENT COUNCIL
25 PURSUANT TO SECTION 24-46.3-103 (3), C.R.S."

26 Page 6, line 24, strike "REVENUES" and substitute "REVENUE IN GRANTS".

27 Page 7, line 4, strike "LOW-WAGE" and substitute "COVERED".

28 Page 9, line 7, strike "LARGE BUSINESSES" and substitute "COVERED
29 EMPLOYERS".

30 Page 9, line 11, after "BY" insert "COVERED".

- 1 Page 10, after line 4 insert:
- 2 "(i) TO UNILATERALLY REQUIRE OR WORK IN CONJUNCTION WITH
- 3 THE DEPARTMENT OF LABOR AND EMPLOYMENT TO REQUIRE COVERED
- 4 EMPLOYERS TO FURNISH ANY INFORMATION AND REPORTS NEEDED FOR
- 5 THE IMPLEMENTATION AND ENFORCEMENT OF THIS PART 6;".
- 6 Reletter succeeding paragraphs accordingly.
- 7 Page 11, line 2, strike "2017," and substitute "2018,".
- 8 Page 11, line 5, strike "LOW-WAGE EMPLOYER THAT".
- 9 Page 11, strike line 6 and substitute "COVERED EMPLOYER. THE".
- 10 Page 11, line 13, strike "SUCH AN EMPLOYER. AN" and substitute "A
- 11 COVERED EMPLOYER. A COVERED".
- 12 Page 11, line 17, strike "LOW-WAGE" and substitute "COVERED".
- 13 Page 11, line 25, strike "THE" and substitute "SUBJECT TO ANNUAL
- 14 APPROPRIATION BY THE ENTERPRISE, THE".
- 15 Page 12, strike lines 4 and 5 and substitute "PART 6.".
- 16 Page 12, line 7, strike the first "LOW-WAGE" and substitute "COVERED"
- 17 and strike the second "LOW-WAGE" and substitute "COVERED".
- 18 Page 12, line 11, before "EMPLOYER" insert "COVERED".
- 19 Page 12, line 15, strike "LOW-WAGE" and substitute "COVERED".
- 20 Page 12, line 16, before "EMPLOYER" insert "COVERED".
- 21 Page 12, line 18, strike "LOW-WAGE" and substitute "COVERED".
- 22 Page 12, line 21, strike "LOW-WAGE" and substitute "COVERED".
- 23 Page 1, line 104, strike "LOW-WAGE" and substitute "COVERED".

1 Page 1, line 110, strike "LOW-WAGE" and substitute "COVERED".

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