

**First Regular Session  
Seventy-second General Assembly  
STATE OF COLORADO**

**PREAMENDED**

*This Unofficial Version Includes Committee  
Amendments Not Yet Adopted on Second Reading*

LLS NO. 19-1050.01 Thomas Morris x4218

**HOUSE BILL 19-1314**

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**HOUSE SPONSORSHIP**

**Becker and Galindo,**

**SENATE SPONSORSHIP**

**Winter and Donovan,**

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**House Committees**

Business Affairs & Labor  
Appropriations

**Senate Committees**

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**A BILL FOR AN ACT**

101 **CONCERNING A JUST TRANSITION FROM A COAL-BASED ELECTRICAL**  
102 **ENERGY ECONOMY.**

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**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)*

The bill creates the just transition office in the division of employment and training in the department of labor and employment. Beginning in 2025, the office, led by a director, will administer the following:

- ! Benefits to coal transition workers to enable them to support themselves and their families and to access and

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
Capital letters or bold & italic numbers indicate new material to be added to existing statute.  
Dashes through the words indicate deletions from existing statute.

complete education and training, resulting in being hired for high-quality jobs; and

! Grants to eligible entities in coal transition communities that seek to create a more diversified, equitable, and vibrant economic future for those communities.

An electric utility that proposes to retire a coal-fueled electric generating facility shall submit to the office a workforce transition plan at least 90 days before the retirement of the facility.

The bill creates a just transition advisory committee to advise the director regarding implementation of the bill.

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*Be it enacted by the General Assembly of the State of Colorado:*

**SECTION 1.** In Colorado Revised Statutes, **add** part 4 to article 83 of title 8 as follows:

PART 4

JUST TRANSITION SUPPORT

FOR COAL-RELATED JOBS

**8-83-401. Legislative declaration.** (1) THE GENERAL ASSEMBLY  
HEREBY:

(a) FINDS THAT:

(I) COAL PROVIDES MORE THAN HALF OF COLORADO'S NET POWER GENERATION, WHILE NATURAL GAS PROVIDES ALMOST ONE-FOURTH. THERE WERE APPROXIMATELY ONE THOUSAND THREE HUNDRED WORKERS EMPLOYED IN COLORADO COAL MINES AT THE END OF 2018, AND HALF OF THE DOMESTIC CONSUMPTION OF COLORADO'S MINED COAL IS FOR POWER GENERATION WITHIN THE STATE.

(II) COLORADO'S POWER SECTOR, AND THE NATION'S, IS MOVING AWAY FROM COAL AS A FUEL SOURCE BASED ON CONSUMER DEMAND FOR CLEANER POWER AND THE DECLINING COST OF NATURAL GAS AND RENEWABLE RESOURCES. ELECTRICITY GENERATED FROM RENEWABLE SOURCES HAS DOUBLED SINCE 2010 TO APPROXIMATELY TWENTY-FIVE

1 PERCENT OF COLORADO'S POWER GENERATION IN 2017.

2 (b) DETERMINES THAT:

3 (I) IN ADDITION TO THE CHANGING ECONOMICS OF POWER  
4 GENERATION, THERE IS A SCIENTIFIC CONSENSUS THAT GREENHOUSE GAS  
5 EMISSIONS, WHICH ARE PRIMARILY THE RESULT OF FOSSIL FUEL  
6 COMBUSTION, MUST BE REDUCED IN ORDER TO MITIGATE THE WORST  
7 EFFECTS OF CLIMATE CHANGE. THESE EFFECTS ARE ALREADY BEING  
8 EXPERIENCED BY COLORADANS IN FORMS THAT INCLUDE MORE EXTREME  
9 WEATHER, SNOW PACK MELT, AND HIGHER TEMPERATURES.

10 (II) THE EFFECTS OF COAL PLANT CLOSURES ON WORKERS AND  
11 COMMUNITIES ARE SIGNIFICANT AND DEVASTATING. THE JOBS LOST ARE  
12 HIGH-QUALITY JOBS, WHICH PROVIDE FAMILY-SUPPORTING WAGES AND  
13 BENEFITS. THEY HAVE BEEN AMONG THE BEST JOBS IN THE COMMUNITIES  
14 IN WHICH THESE WORKERS LIVE AND WORK, AND ARE EXTREMELY  
15 DIFFICULT TO REPLACE. THE COMMUNITIES THAT HOST RETIRING POWER  
16 PLANTS LOSE PRINCIPAL CONTRIBUTORS TO THEIR TAX BASE AND REVENUE  
17 FOR VITAL MUNICIPAL SERVICES; FOR EXAMPLE, NUCLA'S SCHOOL AND  
18 FIRE DISTRICTS ARE FACING A FIFTY-SIX-PERCENT REDUCTION IN THEIR  
19 BUDGETS AS A RESULT OF THE RETIREMENT OF THE POWER PLANT AND THE  
20 COAL MINE THAT SUPPLIED IT.

21 (III) THE CLOSURE OF COAL-FIRED PLANTS IS LIKELY TO HAVE A  
22 SERIOUS IMPACT ON EMPLOYMENT IN THE STATE'S COAL MINES AND THE  
23 TRANSPORTATION AND LOGISTICS SUPPLY CHAINS THAT MOVE COAL FROM  
24 MINE TO MARKET.

25 (IV) THERE DOES NOT EXIST AT THE STATE OR FEDERAL LEVEL  
26 SUFFICIENT RESOURCES TO ASSIST WORKERS AND COMMUNITIES IMPACTED  
27 BY CHANGES IN COLORADO'S COAL ECONOMY, AND THERE DOES NOT EXIST

1 COORDINATED LEADERSHIP WITHIN COLORADO'S STATE GOVERNMENT TO  
2 ALIGN AND DELIVER ASSISTANCE TO THESE COAL COMMUNITIES AND  
3 WORKERS; AND

4 (c) DECLARES THAT:

5 (I) A STRONG AND COMPREHENSIVE POLICY IS ALSO NEEDED TO  
6 INVEST NEW FINANCIAL RESOURCES IN COAL COMMUNITIES THAT ARE  
7 SEEKING TO DIVERSIFY AND GROW THEIR LOCAL AND REGIONAL  
8 ECONOMIES IN A MANNER THAT IS BOTH SUSTAINABLE AND EQUITABLE;  
9 AND

10 (II) COLORADO MUST ENSURE THAT THE CLEAN ENERGY ECONOMY  
11 FULFILLS A MORAL COMMITMENT TO ASSIST THE WORKERS AND  
12 COMMUNITIES THAT HAVE POWERED COLORADO FOR GENERATIONS, AND  
13 TO THEREBY SUPPORT A JUST AND INCLUSIVE TRANSITION.

14 **8-83-402. Definitions.** AS USED IN THIS PART 4, UNLESS THE  
15 CONTEXT OTHERWISE REQUIRES:

16 (1) "COAL TRANSITION COMMUNITY" MEANS A MUNICIPALITY,  
17 COUNTY, OR REGION THAT HAS BEEN AFFECTED IN THE PREVIOUS TWELVE  
18 MONTHS, OR THAT DEMONSTRATES IT WILL BE IMPACTED IN THE NEXT  
19 THIRTY-SIX MONTHS, BY THE LOSS OF FIFTY OR MORE JOBS IN TOTAL FROM  
20 A COAL MINE, COAL-FUELED ELECTRICAL POWER GENERATING PLANT, OR  
21 THE MANUFACTURING AND TRANSPORTATION SUPPLY CHAINS OF EITHER.

22 (2) "COAL TRANSITION WORKER" MEANS A WORKER LAID OFF  
23 FROM EMPLOYMENT ON OR AFTER THE EFFECTIVE DATE OF THIS SECTION  
24 IN A COAL MINE, COAL-FUELED ELECTRICAL POWER GENERATING PLANT,  
25 OR THE MANUFACTURING AND TRANSPORTATION SUPPLY CHAINS OF  
26 EITHER.

27 (3) "DIRECTOR" MEANS THE DIRECTOR OF THE OFFICE.

1 (4) "ELIGIBLE ENTITY" MEANS THE FOLLOWING ENTITIES THAT  
2 SERVE A COAL TRANSITION COMMUNITY AND THAT MAY APPLY FOR A  
3 GRANT:

4 (a) AN ECONOMIC DEVELOPMENT DISTRICT;

5 (b) A COUNTY, MUNICIPALITY, CITY AND COUNTY, OR OTHER  
6 POLITICAL SUBDIVISION OF THE STATE;

7 (c) AN INDIAN TRIBE;

8 (d) AN APPRENTICESHIP PROGRAM THAT IS REGISTERED WITH THE  
9 UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP  
10 COUNCIL;

11 (e) AN INSTITUTION OF HIGHER EDUCATION; AND

12 (f) A PUBLIC OR PRIVATE NONPROFIT ORGANIZATION OR  
13 ASSOCIATION.

14 (5) "FUND" MEANS THE JUST TRANSITION CASH FUND CREATED IN  
15 SECTION 8-83-404.

16 (6) "GRANT" MEANS A JUST TRANSITION GRANT AWARDED  
17 PURSUANT TO SECTION 8-83-406.

18 (7) "OFFICE" MEANS THE JUST TRANSITION OFFICE CREATED IN  
19 SECTION 8-83-403 (1).

20 (8) "WAGE DIFFERENTIAL BENEFIT" MEANS SUPPLEMENTAL  
21 INCOME COVERING THE DIFFERENCE BETWEEN AN INDIVIDUAL'S PREVIOUS  
22 EMPLOYMENT IN A COAL MINE, COAL-FUELED ELECTRICAL POWER  
23 GENERATING PLANT, OR THE MANUFACTURING AND TRANSPORTATION  
24 SUPPLY CHAINS OF EITHER AND NEW EMPLOYMENT OR SUPPLEMENTAL  
25 INCOME DURING JOB RETRAINING.

26 **8-83-403. Just transition office - advisory committee - repeal.**

27 (1) THERE IS HEREBY CREATED WITHIN THE DIVISION A JUST TRANSITION

1 OFFICE. THE OFFICE SHALL EXERCISE ITS POWERS AND PERFORM ITS DUTIES  
2 AND FUNCTIONS UNDER THE DEPARTMENT AS IF THE OFFICE WERE  
3 TRANSFERRED TO THE DEPARTMENT BY A **TYPE 2** TRANSFER AS DEFINED  
4 IN SECTION 24-1-105.

5 (2) THE DIRECTOR OF THE DIVISION SHALL APPOINT THE DIRECTOR  
6 OF THE OFFICE. THE DIRECTOR SHALL MANAGE THE OPERATIONS OF THE  
7 OFFICE.

8 (3) IT IS THE PURPOSE OF THE OFFICE TO:

9 (a) IDENTIFY OR ESTIMATE, TO THE EXTENT PRACTICABLE, THE  
10 TIMING AND LOCATION OF FACILITY CLOSURES AND JOB LAYOFFS IN  
11 COAL-RELATED INDUSTRIES AND THEIR IMPACT ON AFFECTED WORKERS,  
12 BUSINESSES, AND COAL TRANSITION COMMUNITIES AND MAKE  
13 PRELIMINARY RECOMMENDATIONS AS TO HOW THE OFFICE CAN MOST  
14 EFFECTIVELY RESPOND TO THESE ECONOMIC DISLOCATIONS;

15 (b) ALIGN AND TARGET STATE AND FEDERAL RESOURCES AND  
16 LEVERAGE ADDITIONAL RESOURCES INTO THE FUND TO INVEST IN  
17 COMMUNITIES AND WORKERS WHOSE COAL-RELATED INDUSTRIES ARE  
18 SUBJECT TO SIGNIFICANT ECONOMIC TRANSITION;

19 (c) ESTABLISH BENEFITS PURSUANT TO SECTION 8-83-405 FOR  
20 COAL TRANSITION WORKERS TO ENABLE THEM TO SUPPORT THEMSELVES  
21 AND THEIR FAMILIES AND TO ACCESS AND COMPLETE EDUCATION AND  
22 TRAINING, RESULTING IN BEING HIRED FOR HIGH-QUALITY JOBS;

23 (d) ESTABLISH CRITERIA AND AMOUNTS FOR GRANTS, PURSUANT  
24 TO SECTION 8-83-406, TO ELIGIBLE ENTITIES IN COAL TRANSITION  
25 COMMUNITIES THAT SEEK TO CREATE A MORE DIVERSIFIED, EQUITABLE,  
26 AND VIBRANT ECONOMIC FUTURE FOR THOSE COMMUNITIES; AND

27 (e) PARTICIPATE IN THE DEPARTMENT'S PRESENTATION TO THE

1 GENERAL ASSEMBLY DURING THE "STATE MEASUREMENT FOR  
2 ACCOUNTABLE, RESPONSIVE, AND TRANSPARENT (SMART)  
3 GOVERNMENT ACT" HEARINGS, HELD PURSUANT TO PART 2 OF ARTICLE 7  
4 OF TITLE 2, REGARDING REQUIREMENTS FOR FULLY FINANCING GRANTS,  
5 BENEFITS, AND THE ADMINISTRATION OF THIS PART 4 AND THE EXPECTED  
6 RESULTS.

7 (4) TO FURTHER THE PURPOSES OF THE OFFICE CREATED IN THIS  
8 PART 4, THE DIRECTOR SHALL ENGAGE IN RELEVANT ADMINISTRATIVE  
9 PROCEEDINGS, SUCH AS MATTERS BEFORE THE PUBLIC UTILITIES  
10 COMMISSION AND THE AIR QUALITY CONTROL COMMISSION.

11 (5) (a) THERE IS HEREBY CREATED THE JUST TRANSITION  
12 ADVISORY COMMITTEE TO ADVISE THE DIRECTOR REGARDING  
13 IMPLEMENTATION OF BENEFITS, GRANTS, AND TRANSITION PLANS  
14 PURSUANT TO THIS PART 4. THE ADVISORY COMMITTEE CONSISTS OF THE  
15 FOLLOWING MEMBERS:

16 (I) EX OFFICIO MEMBERS AS FOLLOWS:

17 (A) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF LABOR  
18 AND EMPLOYMENT OR A DESIGNEE;

19 (B) THE DIRECTOR OF THE OFFICE OF ECONOMIC DEVELOPMENT OR  
20 A DESIGNEE;

21 (C) THE DIRECTOR OF THE COLORADO ENERGY OFFICE OR A  
22 DESIGNEE;

23 (D) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF LOCAL  
24 AFFAIRS OR A DESIGNEE; AND

25 (E) A REPRESENTATIVE OF THE OFFICE OF THE GOVERNOR;

26 (II) ONE MEMBER OF THE SENATE, APPOINTED BY THE PRESIDENT  
27 OF THE SENATE, AND ONE MEMBER OF THE HOUSE OF REPRESENTATIVES,

1 APPOINTED BY THE SPEAKER OF THE HOUSE OF REPRESENTATIVES; AND

2 (III) THE FOLLOWING MEMBERS APPOINTED BY THE DIRECTOR:

3 (A) THREE REPRESENTATIVES OF COAL TRANSITION WORKERS;

4 (B) THREE REPRESENTATIVES FROM COAL TRANSITION  
5 COMMUNITIES; ■

6 (C) THREE REPRESENTATIVES OF THE GENERAL PUBLIC; AND

7 (D) TWO REPRESENTATIVES OF UTILITIES THAT, ON THE EFFECTIVE  
8 DATE OF THIS SECTION, OPERATED A COAL-FUELED ELECTRIC GENERATING  
9 UNIT.

10 (b) THE TERM OF APPOINTMENT OR DESIGNATION IS FOUR YEARS;  
11 EXCEPT THAT THE INITIAL TERM OF MEMBERS APPOINTED PURSUANT TO  
12 SUBSECTION (5)(a)(II) OF THIS SECTION IS TWO YEARS AND THE INITIAL  
13 TERM OF MEMBERS APPOINTED PURSUANT TO SUBSECTION (5)(a)(III) OF  
14 THIS SECTION IS THREE YEARS. EACH LEGISLATIVE MEMBER IS ENTITLED  
15 TO RECEIVE PAYMENT OF A PER DIEM AND REIMBURSEMENT FOR ACTUAL  
16 AND NECESSARY EXPENSES AS AUTHORIZED IN SECTION 2-2-326,  
17 APPOINTED MEMBERS ARE ENTITLED TO THE SAME PER DIEM AND EXPENSE  
18 REIMBURSEMENT, AND DESIGNEES ARE ENTITLED TO THE SAME EXPENSE  
19 REIMBURSEMENT.

20 (c) THE ADVISORY COMMITTEE SHALL ELECT A CHAIR FROM  
21 AMONG ITS MEMBERS TO SERVE FOR A TERM NOT TO EXCEED TWO YEARS,  
22 AS DETERMINED BY THE ADVISORY COMMITTEE. THE ADVISORY  
23 COMMITTEE SHALL MEET AT LEAST ONCE EVERY QUARTER. THE CHAIR  
24 MAY CALL SUCH ADDITIONAL MEETINGS AS ARE NECESSARY FOR THE  
25 ADVISORY COMMITTEE TO COMPLETE ITS DUTIES.

26 (d) THIS SUBSECTION (5) IS REPEALED, EFFECTIVE SEPTEMBER 1,  
27 2025. BEFORE THE REPEAL, THIS SUBSECTION (5) IS SCHEDULED FOR

1 REVIEW IN ACCORDANCE WITH SECTION 2-3-1203.

2 **8-83-404. Just transition cash fund.** THERE IS HEREBY CREATED  
3 IN THE STATE TREASURY THE JUST TRANSITION CASH FUND. THE FUND  
4 CONSISTS OF MONEY CREDITED TO THE FUND AND ANY OTHER MONEY  
5 THAT THE GENERAL ASSEMBLY MAY APPROPRIATE OR TRANSFER TO THE  
6 FUND. **THE DIRECTOR SHALL ENGAGE WITH OTHER DEPARTMENTS AND**  
7 **AGENCIES TO OBTAIN A SUSTAINABLE SOURCE OF REVENUE FOR THE FUND.**  
8 THE STATE TREASURER SHALL CREDIT ALL INTEREST AND INCOME DERIVED  
9 FROM THE DEPOSIT AND INVESTMENT OF MONEY IN THE FUND TO THE  
10 FUND. SUBJECT TO ANNUAL APPROPRIATION BY THE GENERAL ASSEMBLY,  
11 THE OFFICE MAY EXPEND MONEY FROM THE FUND FOR PURPOSES SPECIFIED  
12 IN THIS PART 4, INCLUDING PAYING FOR THE OFFICE'S DIRECT AND  
13 INDIRECT COSTS IN ADMINISTERING THIS PART 4.

14 **8-83-405. Just transition benefits for coal transition workers.**

15 (1) THE OFFICE SHALL:

16 (a) TASK THE RAPID RESPONSE PROGRAM WITHIN THE DEPARTMENT  
17 WITH EDUCATING DISLOCATED WORKERS WHO COULD BE ELIGIBLE FOR  
18 JUST TRANSITION BENEFITS REGARDING HOW TO APPLY FOR THE BENEFITS;  
19 IN COLLABORATION WITH EMPLOYERS OF DISLOCATED WORKERS AND  
20 RELEVANT LABOR UNIONS;

21 (b) DETERMINE WHO QUALIFIES AS A COAL TRANSITION WORKER.  
22 ONCE SUCH A DETERMINATION IS MADE, A COAL TRANSITION WORKER IS  
23 ELIGIBLE, UPON APPLICATION TO THE OFFICE, FOR:

24 (I) JUST TRANSITION BENEFITS EQUIVALENT IN TYPE, AMOUNT, AND  
25 DURATION TO FEDERAL BENEFITS AVAILABLE PURSUANT TO 20 CFR  
26 617.20 TO 617.49, BASED ON FUNDING AVAILABLE WHEN SEPARATION  
27 OCCURS; AND

- 1 (II) WAGE DIFFERENTIAL BENEFITS FOR THREE YEARS.
- 2 (c) PROVIDE EMPLOYMENT AND TRAINING SERVICES ASSOCIATED
- 3 WITH THE BENEFITS SPECIFIED IN SUBSECTION (1)(b) OF THIS SECTION.
- 4 (2) THE DIRECTOR SHALL ESTABLISH BENEFIT APPLICATION
- 5 REQUIREMENTS AND PROCEDURES AND FACTORS RELEVANT TO THE
- 6 DETERMINATION OF WHETHER AN INDIVIDUAL IS A COAL TRANSITION
- 7 WORKER.
- 8 (3) BEGINNING JANUARY 1, 2025, THE DIRECTOR SHALL AWARD
- 9 JUST TRANSITION BENEFITS TO COAL TRANSITION WORKERS TO THE
- 10 EXTENT THAT MONEY IS AVAILABLE IN THE FUND.

11 **8-83-406. Just transition grants to coal transition**

12 **communities.** (1) BEGINNING JANUARY 1, 2025:

13 (a) THE OFFICE SHALL ANNUALLY DETERMINE THE TOTAL AMOUNT

14 OF MONEY IN THE FUND THAT IS AVAILABLE FOR GRANTS AFTER THE

15 OFFICE HAS CALCULATED AN ESTIMATE OF THE COST EACH YEAR OF

16 PROVIDING BENEFITS TO COAL TRANSITION WORKERS PURSUANT TO

17 SECTION 8-83-405; AND

18 (b) IF MONEY FROM THE FUND IS AVAILABLE AS DETERMINED

19 PURSUANT TO SUBSECTION (1)(a) OF THIS SECTION, THE OFFICE SHALL

20 ANNUALLY ISSUE REQUESTS FOR PROPOSALS TO ELIGIBLE ENTITIES FOR THE

21 AWARD OF JUST TRANSITION GRANTS TO ELIGIBLE ENTITIES.

22 (2) THE DIRECTOR SHALL ESTABLISH GRANT APPLICATION

23 REQUIREMENTS AND PROCEDURES, REVIEW AND SELECTION CRITERIA, AND

24 FACTORS RELEVANT TO THE DETERMINATION OF WHETHER THE OFFICE

25 SHOULD AWARD A GRANT, INCLUDING AT A MINIMUM A DEMONSTRATION

26 THAT THE GRANT PROPOSAL IS:

27 (a) CONSISTENT WITH LOCAL OR REGIONAL ECONOMIC

1 DEVELOPMENT PLANS, SUCH AS A COMPREHENSIVE ECONOMIC  
2 DEVELOPMENT STRATEGY; AND

3 (b) REPRESENTATIVE OF A PARTNERSHIP OF DIVERSE  
4 STAKEHOLDERS, INCLUDING REPRESENTATIVES OF WORKERS AND  
5 LOW-INCOME COMMUNITY MEMBERS, WHO HAVE COLLABORATIVELY  
6 DESIGNED THE PROPOSAL; AND

7 (c) MATCHED AT A REASONABLE RATE BY NONSTATE FUNDS.

8 (3) BEGINNING JANUARY 1, 2025, THE DIRECTOR SHALL  
9 COMPETITIVELY AWARD GRANTS TO ELIGIBLE ENTITIES THAT HAVE  
10 APPLIED FOR A GRANT FOR ECONOMIC AND WORKFORCE DEVELOPMENT  
11 PROJECTS AND ACTIVITIES THAT WILL PRODUCE ONE OR MORE OF THE  
12 FOLLOWING OUTCOMES:

13 (a) ECONOMIC DIVERSIFICATION OF THE COMMERCIAL OR  
14 INDUSTRIAL BASES OF LOCAL AND REGIONAL ECONOMIES;

15 (b) CREATION OF HIGH-QUALITY JOBS IN NEW OR EXISTING  
16 INDUSTRIES;

17 (c) REEMPLOYMENT OF COAL TRANSITION WORKERS;

18 (d) ECONOMIC DEVELOPMENT TARGETED TO NEIGHBORHOODS  
19 WITHIN COAL TRANSITION COMMUNITIES THAT HAVE BEEN MOST  
20 DISPROPORTIONATELY AFFECTED BY COAL-RELATED POLLUTION;

21 (e) LEVERAGING OF NEW SOURCES OF PUBLIC AND PRIVATE JOB  
22 AND WEALTH-CREATING INVESTMENT; AND

23 (f) PROVISION OF A RANGE OF WORKFORCE SERVICES AND SKILLS  
24 TRAINING, INCLUDING ON-THE-JOB APPRENTICESHIP TRAINING, RESULTING  
25 IN INDUSTRY-RECOGNIZED CREDENTIALS FOR HIGH-QUALITY, IN-DEMAND  
26 OCCUPATIONS AND ACCESSIBLE, DEFINED CAREER PATHWAYS FOR COAL  
27 TRANSITION WORKERS AND LOW-INCOME WORKERS RESIDING IN COAL

1       TRANSITION COMMUNITIES.

2           (4) THE DIRECTOR SHALL ENSURE THAT EACH LABORER AND  
3       MECHANIC EMPLOYED BY A CONTRACTOR OR SUBCONTRACTOR IN  
4       CONNECTION WITH A CONSTRUCTION PROJECT FINANCED, IN WHOLE OR IN  
5       PART, BY A JUST TRANSITION GRANT IS PAID WAGES AT A RATE OF NOT  
6       LESS THAN THE PREVAILING WAGES FOR THE SAME TYPE OF WORK ON  
7       SIMILAR CONSTRUCTION IN THE IMMEDIATE LOCALITY, AS DETERMINED BY  
8       THE FEDERAL SECRETARY OF LABOR IN ACCORDANCE WITH 40 U.S.C. SEC.  
9       3141 TO 3148.

10           **8-83-407. Utility workforce transition plans - reemployment**

11       **of affected workers.** (1) NO LESS THAN NINETY DAYS BEFORE THE  
12       RETIREMENT OF AN ELECTRIC COAL-FUELED GENERATING UNIT THAT HAS  
13       A NAMEPLATE CAPACITY OF AT LEAST FIFTY MEGAWATTS, THE OWNER OF  
14       THAT UNIT SHALL SUBMIT TO THE OFFICE A WORKFORCE TRANSITION PLAN.

15           (2) TO THE EXTENT PRACTICABLE, A WORKFORCE TRANSITION  
16       PLAN MUST INCLUDE ESTIMATES OF:

17           (a) THE NUMBER OF WORKERS EMPLOYED BY THE ELECTRIC  
18       UTILITY OR A CONTRACTOR OF THE UTILITY AT THE COAL-FUELED  
19       ELECTRIC GENERATING FACILITY, WHICH NUMBER MUST INCLUDE ALL  
20       WORKERS THAT DIRECTLY DELIVER COAL TO THE ELECTRIC UTILITY;

21           (b) THE TOTAL NUMBER OF WORKERS WHOSE EXISTING JOBS, AS A  
22       RESULT OF THE RETIREMENT OF THE COAL-FUELED ELECTRIC GENERATING  
23       FACILITY:

24           (I) WILL BE RETAINED; AND

25           (II) WILL BE ELIMINATED;

26           (c) WITH RESPECT TO THE WORKERS WHOSE EXISTING JOBS WILL  
27       BE ELIMINATED DUE TO THE RETIREMENT OF THE COAL-FUELED ELECTRIC

1 GENERATING FACILITY, THE TOTAL NUMBER AND THE NUMBER BY JOB  
2 CLASSIFICATION OF WORKERS:

3 (I) WHOSE EMPLOYMENT WILL END WITHOUT THEM BEING  
4 OFFERED OTHER EMPLOYMENT;

5 (II) WHO WILL RETIRE AS PLANNED, BE OFFERED EARLY  
6 RETIREMENT, OR LEAVE ON THEIR OWN;

7 (III) WHO WILL BE RETAINED BY BEING TRANSFERRED TO OTHER  
8 ELECTRIC GENERATING FACILITIES OR OFFERED OTHER EMPLOYMENT BY  
9 THE ELECTRIC UTILITY; AND

10 (IV) WHO WILL BE RETAINED TO CONTINUE TO WORK FOR THE  
11 ELECTRIC UTILITY IN A NEW JOB CLASSIFICATION; AND

12 (d) IF THE ELECTRIC UTILITY IS REPLACING THE COAL-FUELED  
13 ELECTRIC GENERATING FACILITY BEING RETIRED WITH A NEW ELECTRIC  
14 GENERATING FACILITY, THE NUMBER OF:

15 (I) WORKERS FROM THE RETIRED COAL-FUELED ELECTRIC  
16 GENERATING FACILITY WHO WILL BE EMPLOYED AT THE NEW ELECTRIC  
17 GENERATING FACILITY; AND

18 (II) JOBS AT THE NEW ELECTRIC GENERATING FACILITY THAT WILL  
19 BE OUTSOURCED TO CONTRACTORS OR SUBCONTRACTORS.

20 **8-83-408. Report - recommendations - repeal.** (1) NO LATER  
21 THAN JANUARY 1, 2024, THE DIRECTOR SHALL PROVIDE WRITTEN  
22 RECOMMENDATIONS TO THE GENERAL ASSEMBLY AND THE GOVERNOR  
23 ABOUT CHANGES TO THIS PART 4 THAT SHOULD BE CONSIDERED IN ORDER  
24 TO BETTER ACHIEVE THE PURPOSES OF THIS PART 4. THE DIRECTOR SHALL  
25 ALSO MAKE RECOMMENDATIONS REGARDING WHETHER THE OFFICE  
26 SHOULD BE ENABLED TO PROVIDE BENEFITS AND GRANTS TO OTHER  
27 WORKERS AND COMMUNITIES AFFECTED BY CHANGES IN COLORADO'S

1 ENERGY ECONOMY.

2 (2) THIS SECTION IS REPEALED, EFFECTIVE SEPTEMBER 1, 2025.

3 **SECTION 2.** In Colorado Revised Statutes, 2-3-1203, **add**  
4 (16)(a)(IV) as follows:

5 **2-3-1203. Sunset review of advisory committees - legislative**  
6 **declaration - definition - repeal.** (16) (a) The following statutory  
7 authorizations for the designated advisory committees will repeal on  
8 September 1, 2025:

9 (IV) THE JUST TRANSITION ADVISORY COMMITTEE CREATED IN  
10 SECTION 8-83-403 (5).

11 **SECTION 3. Safety clause.** The general assembly hereby finds,  
12 determines, and declares that this act is necessary for the immediate  
13 preservation of the public peace, health, and safety.