

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

**PREAMENDED**

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

LLS NO. 23-0214.01 Yelana Love x2295

**SENATE BILL 23-017**

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**SENATE SPONSORSHIP**

**Winter F.,**

**HOUSE SPONSORSHIP**

**Willford,**

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**Senate Committees**

Business, Labor, & Technology  
Appropriations

**House Committees**

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**A BILL FOR AN ACT**

101 **CONCERNING THE ADDITION OF QUALIFYING USES OF PAID SICK LEAVE.**

**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 allows an employee to use accrued paid sick leave when the employee needs to:

- Care for a family member whose school or place of care has been closed due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected occurrence or event that results in the closure of the family member's school or place of care; or
- Grieve, attend funeral services or a memorial, or deal with

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

financial and legal matters that arise after the death of a family member.

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

2 **SECTION 1.** In Colorado Revised Statutes, 8-13.3-404, **amend**  
3 (1)(a)(II), (1)(a)(III), and (1)(c)(V); and add (1)(a)(IV), (1)(e), and (1)(f)  
4 as follows:

5 **8-13.3-404. Use of paid sick leave - purposes - time increments.**

6 (1) An employer shall allow an employee to use the employee's accrued  
7 paid sick leave to be absent from work when:

8 (a) The employee:

9 (II) Needs to obtain a medical diagnosis, care, or treatment of a  
10 mental or physical illness, injury, or health condition; ~~or~~

11 (III) Needs to obtain preventive medical care; OR

12 (IV) NEEDS TO GRIEVE, ATTEND FUNERAL SERVICES OR A  
13 MEMORIAL, OR DEAL WITH FINANCIAL AND LEGAL MATTERS THAT ARISE  
14 AFTER THE DEATH OF A FAMILY MEMBER.

15 (c) The employee or the employee's family member has been the  
16 victim of domestic abuse, sexual assault, or harassment and the use of  
17 leave is to:

18 (V) Seek legal services, including preparation for or participation  
19 in a civil or criminal proceeding relating to or resulting from the domestic  
20 abuse, sexual assault, or harassment; ~~or~~

21       

22 (e) THE EMPLOYEE NEEDS TO CARE FOR A FAMILY MEMBER WHOSE  
23 SCHOOL OR PLACE OF CARE HAS BEEN CLOSED DUE TO INCLEMENT  
24 WEATHER, LOSS OF POWER, LOSS OF HEATING, LOSS OF WATER, OR OTHER  
25 UNEXPECTED OCCURRENCE OR EVENT THAT RESULTS IN THE CLOSURE OF

1 THE FAMILY MEMBER'S SCHOOL OR PLACE OF CARE; OR  
2 (f) THE EMPLOYEE NEEDS TO EVACUATE THE EMPLOYEE'S PLACE  
3 OF RESIDENCE DUE TO INCLEMENT WEATHER, LOSS OF POWER, LOSS OF  
4 HEATING, LOSS OF WATER, OR OTHER UNEXPECTED OCCURRENCE OR EVENT  
5 THAT RESULTS IN THE NEED TO EVACUATE THE EMPLOYEE'S RESIDENCE.

6 **SECTION 2. Act subject to petition - effective date.** This act  
7 takes effect at 12:01 a.m. on the day following the expiration of the  
8 ninety-day period after final adjournment of the general assembly; except  
9 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
10 of the state constitution against this act or an item, section, or part of this  
11 act within such period, then the act, item, section, or part will not take  
12 effect unless approved by the people at the general election to be held in  
13 November 2024 and, in such case, will take effect on the date of the  
14 official declaration of the vote thereon by the governor.