

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

ENGROSSED

*This Version Includes All Amendments Adopted
on Second Reading in the House of Introduction*

LLS NO. 23-0214.01 Yelana Love x2295

SENATE BILL 23-017

SENATE SPONSORSHIP

Winter F.,

HOUSE SPONSORSHIP

Willford,

Senate Committees

Business, Labor, & Technology
Appropriations

House Committees

A BILL FOR AN ACT

101 **CONCERNING THE ADDITION OF QUALIFYING USES OF PAID SICK LEAVE,**
102 **AND, IN CONNECTION THEREWITH, MAKING AN APPROPRIATION.**

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

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.*

SENATE
Amended 2nd Reading
March 14, 2023

- member's school or place of care; or Grieve, attend funeral services or a memorial, or deal with financial and legal matters that arise after the death of a family member.

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

1 WEATHER, LOSS OF POWER, LOSS OF HEATING, LOSS OF WATER, OR OTHER
2 UNEXPECTED OCCURRENCE OR EVENT THAT RESULTS IN THE CLOSURE OF
3 THE FAMILY MEMBER'S SCHOOL OR PLACE OF CARE; OR

4 (f) THE EMPLOYEE NEEDS TO EVACUATE THE EMPLOYEE'S PLACE
5 OF RESIDENCE DUE TO INCLEMENT WEATHER, LOSS OF POWER, LOSS OF
6 HEATING, LOSS OF WATER, OR OTHER UNEXPECTED OCCURRENCE OR EVENT
7 THAT RESULTS IN THE NEED TO EVACUATE THE EMPLOYEE'S RESIDENCE.

8 **SECTION 2. Appropriation.** For the 2023-24 state fiscal year,
9 \$74,927 is appropriated to the department of labor and employment for
10 use by the division of labor standards and statistics. This appropriation is
11 from the employment support fund created in section 8-77-109 (1)(b)(I),
12 C.R.S., and is based on an assumption that the department will require an
13 additional 0.9 FTE. To implement this act, the department may use this
14 appropriation for program costs related to labor standards.

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