



Attention Labor & Employment Council Members:

Please see the [attached draft legislation](#) that will be introduced during the current legislative session. The bill is being pursued by the AFL-CIO and includes but is not limited to the following requirements for public and private sector employers:

- Requires employers to establish public safety measures during a public health emergency to include:
 - Requiring all workers to wear a mask in the workplace with some exceptions;
 - Providing certain type of face coverings;
 - Providing work accommodations;
 - Allowing for remote working;
 - Reconfiguring work spaces.
 - Others as outlined in the bill.
- Enforcement & Civil Penalties:
 - Allows an employee to file a claim against an employer who allegedly violates the law through a complaint process with CDLE or by filing a civil action in District Court;
 - Requires CDLE to establish a process to investigate complaints from employees.
 - Allows a “relator” to bring a civil action for an alleged violation. A “relator” is defined as an employee or representative organization designated by an employee;
- Requires employers to create an “Employer Illness Prevention Program” to include:
 - Establishment of a system to identify areas that contribute to a communicable disease;
 - Training of employees on the program;
 - Identification of methods to correct unsafe conditions;
 - Establishing a communication system to share information w/employees;
 - Allowing input in the development of the program from employees.

This legislation will likely be introduced soon, so please provide your comments/concerns to Loren Furman at furman@cochamber.com by Monday, 22nd if possible.

Thank you!

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