

First Regular Session
Seventieth General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 15-0577.02 Christy Chase x2008

HOUSE BILL 15-1133

HOUSE SPONSORSHIP

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SENATE SPONSORSHIP

(None),

House Committees

Business Affairs and Labor

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING THE COLORADO PAY EQUITY COMMISSION, AND, IN**
102 **CONNECTION THEREWITH, CONTINUING THE COMMISSION**
103 **INDEFINITELY, REQUIRING THE COMMISSION TO EVALUATE THE**
104 **STATUS OF PAY EQUITY IN THE STATE, AND ALLOWING THE**
105 **COMMISSION TO HIRE STAFF IF THE COMMISSION RECEIVES**
106 **SUFFICIENT FUNDING.**

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://www.leg.state.co.us/billsummaries>.)

The Colorado pay equity commission was created in 2010 to

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.

Capital letters indicate new material to be added to existing statute.

Dashes through the words indicate deletions from existing statute.

address issues relating to pay equity in the work place. The commission is scheduled to repeal on July 1, 2015.

The bill extends the commission indefinitely and requires the commission, among its other duties, to monitor the status of pay inequity in the state. Additionally, if the commission receives sufficient gifts, grants, or donations, the commission is authorized to hire or contract with one full-time equivalent employee or contractor to assist the commission in performing its functions.

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

2 **SECTION 1.** In Colorado Revised Statutes, 8-5-106, **amend** (2),
3 (3), and (4) (a); and **repeal** (6) as follows:

4 **8-5-106. Colorado pay equity commission - creation - duties**
5 **- cash fund - report.** (2) (a) The COMMISSION MAY SOLICIT, AND THE
6 department of labor and employment may accept, gifts, grants, and
7 donations on behalf of the commission to fund the commission's costs.
8 Any gifts, grants, or donations received by the department for the benefit
9 of the commission shall be deposited in the pay equity commission cash
10 fund, which fund is hereby created in the state treasury. Interest earned on
11 the deposit and investment of moneys in the fund ~~shall be deposited~~
12 REMAINS in the fund. Moneys in the fund are continuously appropriated
13 to the department to fund the commission's costs in complying with this
14 section.

15 (b) IF THE COMMISSION RECEIVES SUFFICIENT FUNDS THROUGH
16 GIFTS, GRANTS, AND DONATIONS, THE COMMISSION MAY EMPLOY OR
17 CONTRACT WITH UP TO ONE FULL-TIME EQUIVALENT EMPLOYEE OR
18 CONTRACTOR TO ASSIST THE COMMISSION IN PERFORMING ITS DUTIES
19 PURSUANT TO THIS SECTION.

20 (3) (a) The commission's work, in conjunction with the
21 department, includes:

1 (a) (I) Educating employers in the state about issues or practices
2 that may contribute to pay inequities;

3 (b) (II) Working with business groups and educational institutions
4 to develop and maintain an inventory of best practices for encouraging
5 equal pay;

6 (c) (III) Encouraging employers to implement equal pay best
7 practices;

8 (d) (IV) Studying other state models of equal pay practices that
9 achieve pay equity;

10 (e) (V) Developing a program recognizing employers who pursue
11 pay equity practices;

12 (f) (VI) Conducting outreach and education to employees and
13 employers regarding pay equity; and

14 (g) (VII) Working to establish the state of Colorado as a model
15 employer with regard to pay equity.

16 (b) IN ADDITION TO ITS WORK SPECIFIED IN PARAGRAPH (a) OF THIS
17 SUBSECTION (3), THE COMMISSION SHALL MONITOR THE STATUS OF PAY
18 INEQUITY IN COLORADO AND PROVIDE UPDATES IN ITS ANNUAL REPORT
19 REQUIRED BY SUBSECTION (4) OF THIS SECTION.

20 (4) (a) ~~By June 30, 2012, and~~ NOTWITHSTANDING SECTION
21 24-1-136 (11), C.R.S., by each June 30, ~~through June 30, 2015~~, the
22 commission shall submit a report to the executive director of the
23 department, detailing the work of the commission, including the
24 education and outreach the commission has engaged in, the steps taken
25 to encourage employers to implement equal pay best practices, the status
26 of the inventory of best practices and the recognition program and
27 whether any employers have been recognized under the program, any

1 findings the commission has made based on its study of other states and
2 practices in this state, and any other relevant information. The executive
3 director of the department shall present the written report to the business,
4 labor, and technology committee of the senate and the business affairs
5 and labor committee of the house of representatives, or their successor
6 committees. Following presentation of the report to the legislative
7 committees, the department shall post the report on its web site.

8 (6) ~~This section is repealed, effective July 1, 2015. Prior to such~~
9 ~~repeal, the commission shall be reviewed in accordance with section~~
10 ~~2-3-1203, C.R.S.~~

11 **SECTION 2. Effective date.** This act takes effect July 1, 2015.

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