

**NOTE: This bill has been prepared for the signatures of the appropriate legislative officers and the Governor. To determine whether the Governor has signed the bill or taken other action on it, please consult the legislative status sheet, the legislative history, or the Session Laws.**

# An Act

SENATE BILL 23-017

BY SENATOR(S) Winter F., Bridges, Buckner, Coleman, Cutter, Danielson, Exum, Fields, Gonzales, Hinrichsen, Jaquez Lewis, Marchman, Moreno, Priola, Sullivan;  
also REPRESENTATIVE(S) Willford and Joseph, Bacon, Brown, deGruy Kennedy, Dickson, English, Epps, Froelich, Gonzales-Gutierrez, Herod, Lindsay, Mabrey, Michaelson Jenet, Ricks, Sharbini, Sirota, Story, Velasco, Vigil, Weissman, Woodrow.

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

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

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

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

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

(a) The employee:

*Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.*

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

(III) Needs to obtain preventive medical care; OR

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

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

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

(e) 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

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

**SECTION 2. Appropriation.** For the 2023-24 state fiscal year, \$74,927 is appropriated to the department of labor and employment for use by the division of labor standards and statistics. This appropriation is from the general fund, and is based on an assumption that the department will require an additional 0.9 FTE. To implement this act, the department may use this appropriation for program costs related to labor standards.

**SECTION 3. Act subject to petition - effective date.** This act takes effect at 12:01 a.m. on the day following the expiration of the ninety-day period after final adjournment of the general assembly; except that, if a referendum petition is filed pursuant to section 1 (3) of article V

of the state constitution against this act or an item, section, or part of this act within such period, then the act, item, section, or part will not take effect unless approved by the people at the general election to be held in November 2024 and, in such case, will take effect on the date of the official declaration of the vote thereon by the governor.

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Steve Fenberg  
PRESIDENT OF  
THE SENATE

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Julie McCluskie  
SPEAKER OF THE HOUSE  
OF REPRESENTATIVES

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Cindi L. Markwell  
SECRETARY OF  
THE SENATE

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Robin Jones  
CHIEF CLERK OF THE HOUSE  
OF REPRESENTATIVES

APPROVED \_\_\_\_\_  
(Date and Time)

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Jared S. Polis  
GOVERNOR OF THE STATE OF COLORADO