

HB20-1153

HOUSE FLOOR AMENDMENT

Second Reading

BY REPRESENTATIVE Williams D.

1 Strike the Appropriations Committee Report, dated February 4, 2020, and
2 substitute:

3 "Strike the State Veterans, & Military Affairs Committee Report, dated
4 January 28, 2020, and substitute:

5 "Amend printed bill, strike everything below the enacting clause and
6 substitute:

7 "SECTION 1. In Colorado Revised Statutes, **add** 24-50-146 as
8 follows:

9 **24-50-146. Colorado partnership for quality jobs and services.**

10 (1) AN APPOINTING AUTHORITY OR SUPERVISOR SHALL NOT INITIATE OR
11 ADMINISTER ANY DISCIPLINARY ACTION AGAINST AN EMPLOYEE ON
12 ACCOUNT OF THE EMPLOYEE'S DISCUSSION WITH THE APPOINTING
13 AUTHORITY, SUPERVISOR, OR ANY OTHER EMPLOYEE IN THE APPLICABLE
14 DEPARTMENT, REGARDING WORKPLACE GRIEVANCES, SUGGESTIONS FOR
15 IMPROVEMENT IN THE WORKPLACE, OR DISCUSSION OF ANY OTHER
16 WORKPLACE RELATED ISSUE.

17 (2) AN APPOINTING AUTHORITY OR SUPERVISOR SHALL WORK
18 COLLABORATIVELY WITH ANY EMPLOYEE OR GROUP OF EMPLOYEES TO
19 ADDRESS ANY ISSUE RAISED PURSUANT TO SUBSECTION (1) OF THIS
20 SECTION. THE APPOINTING AUTHORITY OR SUPERVISOR SHALL MEET WITH
21 THE EMPLOYEE OR GROUP OF EMPLOYEES AS SOON AS PRACTICABLE AFTER
22 BECOMING AWARE OF AN EMPLOYEE'S ISSUE OR CONCERN TO DISCUSS
23 POSSIBLE SOLUTIONS, IMPROVEMENTS, OR CHANGES THAT WOULD
24 ADDRESS THE ISSUES OR CONCERNS OF THE EMPLOYEE OR EMPLOYEES.

25 (3) ANY EMPLOYEE IN THE STATE PERSONNEL SYSTEM MAY FILE A
26 WRITTEN COMPLAINT WITH THE STATE PERSONNEL BOARD WITHIN TEN
27 DAYS AFTER THE EMPLOYEE KNEW OR SHOULD HAVE KNOWN OF A
28 DISCIPLINARY ACTION ALLEGING A VIOLATION OF SUBSECTION (1) OF THIS
29 SECTION. IN THE CASE OF A COMPLAINT OF A VIOLATION OF SUBSECTION
30 (1) OF THIS SECTION, THE STATE PERSONNEL BOARD SHALL FOLLOW THE
31 PROCEDURE SET FORTH IN SECTION 24-50.5-104.

32 **SECTION 2. Act subject to petition - effective date.** This act
33 takes effect at 12:01 a.m. on the day following the expiration of the
34 ninety-day period after final adjournment of the general assembly (August
35 5, 2020, if adjournment sine die is on May 6, 2020); except that, if a
36 referendum petition is filed pursuant to section 1 (3) of article V of the
37 state constitution against this act or an item, section, or part of this act
38 within such period, then the act, item, section, or part will not take effect
39 unless approved by the people at the general election to be held in
40 November 2020 and, in such case, will take effect on the date of the
41 official declaration of the vote thereon by the governor."."

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