

**STATEMENT OF BASIS AND PURPOSE  
FOR  
PROPOSED AMENDMENTS TO  
COLORADO SOCIAL MEDIA AND THE WORKPLACE LAW RULES  
7 C.C.R. 1103-5**

**BASIS:** C.R.S. § 8-1-107(2)(p) and § 8-2-127 (2016) provide the Director of the Division of Labor Standards and Statistics with the authority to adopt and amend rules and regulations pertaining to the implementation of the Colorado Social Media and the Workplace Law.

**PURPOSE:** The purpose of the proposed amendments to the Colorado Social Media and the Workplace Law Rules is to clarify the hearing procedures under C.R.S. § 8-2-127, and to change the Division's name pursuant to House Bill 16-1323.

Pursuant to C.R.S. § 24-4-103(4)(b), the Director finds that: 1) there is a demonstrated need for the rules; 2) the proper statutory authority exists for the rules; 3) to the extent practicable, the rules are clearly stated so that their meaning will be understood by any party required to comply with the rules; 4) the rules do not conflict with other provisions of law; and 5) the duplicating or overlapping of the rules is explained by the agency proposing the rules.