



Notice of Public Hearing Concerning Proposed Rules

Notice is hereby given of a public hearing to afford all interested persons an opportunity to be heard prior to the adoption of the amendments to the **Protections for Public Workers Act (PROPWA) Rules, 7 CCR 1103-17**, under express authority granted to the Division of Labor Standards and Statistics, including but not limited to the State Administrative Procedure Act, C.R.S. § 24-4-103, and C.R.S. §§ 8-1-118 and 29-33-105. For details on the rulemaking process, the full text of the proposed rules, the proposed statement of basis and purpose that accompanies these rules, and the form to submit comments on these rules, visit the [DLSS Rulemaking page](#) (direct URL: cdle.colorado.gov/LaborRules).

The Protections for Public Workers Act (PROPWA), [Senate Bill 23-111](#), defines a range of rights of public employees (that is, government employees) in Colorado: to express views on workplace issues, on representation of employees, and on political or other matters of public concern; to engage in concerted activity for mutual aid or protection; to organize, form, join, or assist an employee organization (or refrain from doing so); and to exercise any of these rights recognized by PROPWA. For additional information, read our published guidance on PROPWA, [Interpretive Notice and Formal Opinion \(INFO\) #15C](#).

PROPWA was enacted on June 6, 2023, and fully effective July 1, 2024. The Protections for Public Workers Act (PROPWA) Rules, 7 CCR 1103-17, were adopted on February 2, 2024, and effective July 1, 2024. On June 7, 2024, amendments to PROPWA were enacted in [Senate Bill 24-232](#) (the “2024 PROPWA Amendments”), effective August 7, 2024. These amendments added or changed the limitations on PROPWA coverage for certain confidential, managerial, and non-partisan employees, and for disruptive activity. The 2024 PROPWA Amendments included provisions defining the scope of, and the terms relevant to, those limitations. The 2024 PROPWA Amendments also added or modified certain other definitions, including of concerted activity and of employee organizations, in ways that mainly clarify rather than change the substance.

The passage of these 2024 PROPWA Amendments required amending the PROPWA Rules to conform to those enacted statutory additions and changes. On August 6, 2024, the Division adopted [temporary or emergency PROPWA rules](#), which became effective August 7, 2024, amending the existing PROPWA Rules. The Division now proposes permanent rule amendments for implementation of the 2024 PROPWA Amendments, to be effective December 1, 2024.

Public Hearing Information:

Date and Time of Hearing: **Wednesday, October 2, 2024, at 2:00 pm**. Division staff will stay until everyone has an opportunity to speak. You need not arrive by a particular time or stay the entire meeting.

Written Comment Deadline for the above rules: **Friday, October 4, 2024, at 12:00 p.m.**

The Division is administering this public hearing, and all interested persons are free to offer oral testimony and to listen to part or all of the hearing. **Participation will be by remote means only**. A recording of the public hearing will be publicly posted afterward on our rulemaking page (direct URL: cdle.colorado.gov/LaborRules). While not required, **we request and highly recommend that anyone interested in oral testimony use this [rulemaking comment form](#) to RSVP**. We will call on those who RSVP to speak first, followed by testimony from others.

Written comments may be submitted by: (1) our online [rulemaking comment form](#) (also available at cdle.colorado.gov/LaborRules); (2) email to CDLE_LaborStandardsRules@state.co.us; (3) mail to the address below; or (4) fax to 303-318-8400. Because **written comments become part of the same record as oral testimony**, and are reviewed by the same officials, **you may submit written comments in lieu of oral testimony**, but are free to participate by both means.

Instructions for Hearing Participation:

Either of the below options will work to participate, but for orderly administration and participation, and to avoid possible audio feedback, please do not use both simultaneously. (You do not need to have a Google account to access any of the below means.)

- A. To participate by **Internet, including testifying**: visit this Google “Meet” webpage: meet.google.com/ohj-dkaq-vbv
- B. To participate by **phone, whether to listen or to testify**: call (US)+1 650-781-0816 and then enter this pin: 840-548-607#

Please contact CDLE_LaborStandardsRules@state.co.us with any questions about how to access either the public hearing or its recording, or **if you need accommodations or translation services** to attend or participate. This public hearing is held in accordance with the State Administrative Procedure Act, C.R.S. § 24-4-101 et seq., and the Colorado Open Meetings Law, C.R.S. § 24-6-401 (2024), to receive any testimony, written, views, or arguments that interested parties wish to submit regarding the proposed rules.

Copies of proposed rules, including redlined copies showing changes from prior versions and statements of basis and purpose further detailing the proposed rules, are available at www.ColoradoLaborLaw.gov or by request to the Division of Labor Standards and Statistics, **633 17th Street, Denver, Colorado 80202**.