



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 **proposed rules listed below**, 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](http://cdle.colorado.gov/LaborRules) (direct URL: cdle.colorado.gov/LaborRules).

For the details of all proposed rules, see the text of each proposed draft rule set (published in redlined and non-redlined form), as well as the proposed statement of basis and purpose that accompanies each set of rules.

Proposed Rules:

- 1) **Implementing and updating rules** to conform with **new laws** enacted in spring 2025:
 - a) [House Bill 25-1001](#) makes several **amendments to the Colorado Wage Act**, including: changing the **definition of “employer”** to include an individual who owns or controls at least **25% of the ownership interest** in an employer; allowing DLSS to **waive the penalty** for an employer’s failure to pay claimed wages in certain cases; requiring DLSS to **publish violation citations** on its website and to **report** unremedied, willful violations to **licensing authorities**; authorizing **fines for misclassifying** employees; clarifying **protections against retaliation**; **shortening the timeframe for payments** to claimants from the **WHOLE Fund**; and beginning July 1, 2026, **increasing** the amount of wages alleged to be owed the Division shall investigate under C.R.S. §8-4-111 (2)(a)(I).
 - b) [Senate Bill 25-128](#) amends the Agricultural Labor Rights and Responsibilities Act, **repealing provisions that prohibit employers from interfering with an agricultural employee’s access to service providers on private land**, and **prohibiting employers from interfering with a worker’s access** to service providers through **remote channels** on the employer’s property.
 - c) [HB25-1208: Local Government Tip Offsets for Tipped Employees](#), **allows (but does not require) a local government to set a tip credit higher than the state tip credit of \$3.02**, as long as the local tipped minimum wage is at least the state tipped minimum wage.
- 2) Issuing a **new rule set** as to **hazardous occupations** and **investigation procedures** under the **Colorado Youth Employment Opportunity Act** (“CYEOA”) C.R.S. § 8-12-101, et seq.;
- 3) Issuing a **new rule set** as to processes for Division **appeals under the Colorado Administrative Procedure Act**, C.R.S. § 24-4-103;
- 4) Implementing the **annual adjustment of the minimum wage**, as mandated by the Colorado Constitution, and other related minimum wage and salary figures adjusted annually; and
- 5) Considering **any other potential changes to labor rules that may be suggested or proposed**, based on stakeholder input or other developments that may warrant rule changes.

All the Division’s rule sets may be found on our [Labor Rules](#) website. **The existing rule sets that are being amended in relation to the above changes are:**

- 1) Publication and Yearly Calculation of Adjusted Labor Compensation Order (PAYCALC Order), 7 CCR 1103-14
- 2) Wage Protection Rules (WPR), 7 CCR 1103-7

- 3) Colorado Whistleblower, Anti-Retaliation, Non-Interference, and Notice-Giving Rules (WARNING Rules), 7 CCR 1103-11
- 4) The Agricultural Labor Conditions Act Rules (AGLABOCO Rules), 7 CCR 1103-15
- 5) Colorado Overtime Minimum Pay Standards Order (COMPS Order), 7 CCR 1103-1

Public Hearing Information:

Date and Time of Hearing: **Tuesday, November 4, 2025, starting at 9:00 a.m.** Division staff will stay until everyone has an opportunity to speak.

Written Comment Deadline for the above rules: **Thursday, November 6, 2025, at 12:00 pm.**

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/jzp-kzwj-mbw
- B. To participate by **phone, whether to listen or to testify**: call (US)+1 513-816-0297 and then enter this pin: 166 117 572 #

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**

If adopted, these rules take effect January 1, 2026, or as soon after as rulemaking completes.

A handwritten signature in black ink, appearing to read 'Kristina Rosett', with a stylized flourish extending to the right.

Kristina Rosett
Interim Director, Division of Labor Standards and Statistics
Colorado Department of Labor and Employment