A BILL FOR AN ACT

CONCERNING THE COLORADO PAY EQUITY COMMISSION, AND, IN CONNECTION THERewith, CONTINUING THE COMMISSION INDEFINITELY, REQUIRING THE COMMISSION TO EVALUATE THE STATUS OF PAY EQUITY IN THE STATE, AND ALLOWING THE COMMISSION TO HIRE STAFF IF THE COMMISSION RECEIVES SUFFICIENT FUNDING.

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at http://www.leg.state.co.us/billsummaries.)

The Colorado pay equity commission was created in 2010 to
address issues relating to pay equity in the work place. The commission is scheduled to repeal on July 1, 2015.

The bill extends the commission indefinitely and requires the commission, among its other duties, to monitor the status of pay inequity in the state. Additionally, if the commission receives sufficient gifts, grants, or donations, the commission is authorized to hire or contract with one full-time equivalent employee or contractor to assist the commission in performing its functions.

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

SECTION 1. In Colorado Revised Statutes, 8-5-106, amend (2), (3), and (4) (a); and repeal (6) as follows:

8-5-106. Colorado pay equity commission - creation - duties - cash fund - report. (2) (a) The COMMISSION MAY SOLICIT, AND THE department of labor and employment may accept, gifts, grants, and donations on behalf of the commission to fund the commission's costs. Any gifts, grants, or donations received by the department for the benefit of the commission shall be deposited in the pay equity commission cash fund, which fund is hereby created in the state treasury. Interest earned on the deposit and investment of moneys in the fund shall be deposited REMAINS in the fund. Moneys in the fund are continuously appropriated to the department to fund the commission's costs in complying with this section.

(b) IF THE COMMISSION RECEIVES SUFFICIENT FUNDS THROUGH GIFTS, GRANTS, AND DONATIONS, THE COMMISSION MAY EMPLOY OR CONTRACT WITH UP TO ONE FULL-TIME EQUIVALENT EMPLOYEE OR CONTRACTOR TO ASSIST THE COMMISSION IN PERFORMING ITS DUTIES PURSUANT TO THIS SECTION.

(3) (a) The commission's work, in conjunction with the department, includes:
(a) (I) Educating employers in the state about issues or practices that may contribute to pay inequities;
(II) Working with business groups and educational institutions to develop and maintain an inventory of best practices for encouraging equal pay;
(III) Encouraging employers to implement equal pay best practices;
(IV) Studying other state models of equal pay practices that achieve pay equity;
(V) Developing a program recognizing employers who pursue pay equity practices;
(VI) Conducting outreach and education to employees and employers regarding pay equity; and
(VII) Working to establish the state of Colorado as a model employer with regard to pay equity.

(b) In addition to its work specified in paragraph (a) of this subsection (3), the commission shall monitor the status of pay inequity in Colorado and provide updates in its annual report required by subsection (4) of this section.

(4) (a) By June 30, 2012, and notwithstanding section 24-1-136 (11), C.R.S., by each June 30, through June 30, 2015, the commission shall submit a report to the executive director of the department, detailing the work of the commission, including the education and outreach the commission has engaged in, the steps taken to encourage employers to implement equal pay best practices, the status of the inventory of best practices and the recognition program and whether any employers have been recognized under the program, any
findings the commission has made based on its study of other states and practices in this state, and any other relevant information. The executive director of the department shall present the written report to the business, labor, and technology committee of the senate and the business affairs and labor committee of the house of representatives, or their successor committees. Following presentation of the report to the legislative committees, the department shall post the report on its web site.

(6) This section is repealed, effective July 1, 2015. Prior to such repeal, the commission shall be reviewed in accordance with section 2-3-1203, C.R.S.

SECTION 2. Effective date. This act takes effect July 1, 2015.

SECTION 3. Safety clause. The general assembly hereby finds, determines, and declares that this act is necessary for the immediate preservation of the public peace, health, and safety.