

**UPDATED SUMMARY
HOUSE BILL 16-1001**

Second Regular Session - Seventieth Colorado General Assembly

This summary applies to the reengrossed version of this bill as introduced in the second house. It does not reflect any amendments that may be subsequently adopted. This summary reflects only the main points of the legislation.

The bill requires a business that bids for a contract with a governmental body to ~~submit with its bid certification that it is~~ *be* in compliance with ~~state and federal~~ *the* equal pay standards ~~and laws specified in the bill~~; except that this requirement does not apply to businesses that have 50 or fewer employees.

~~The executive director of the department of personnel, or the executive director's designee (executive director), is required to develop a form for a business to use to certify that it is in compliance with equal pay standards and laws and that, if awarded a contract, it will remain in compliance with such standards and laws throughout the term of the contract. The executive director is required to ensure that the form requires a business to certify certain general information regarding its employees and employment and hiring practices in connection with equal pay laws.~~

A business that is awarded a contract is required to ~~ensure that any~~ *include in the contract* for subcontractor that it uses to fulfill the terms of the contract ~~is also that the subcontractor is~~ in compliance with *the* equal pay standards ~~and laws specified in the bill~~.

All businesses that are awarded contracts by a governmental body or that are subcontractors for a business that was awarded a contract by a governmental body are required to keep and maintain certain information related to their employees, broken down into categories by ~~gender, race, ethnicity, sex, and national origin~~, for the term of the contract with the governmental body.

The department of labor and employment (department) may receive complaints about a contractor or subcontractor's potential violation of the equal pay requirements specified in the bill and may investigate the records that the contractor or subcontractor, as applicable, is required to keep. If the department determines that the contractor or subcontractor, as applicable, has knowingly violated the equal pay standards, the department may impose a specified fine on the contractor or subcontractor.

If, after awarding a contract to a business, a governmental body determines that the business ~~was knowingly submitted false information on the certification form for equal pay compliance~~ *not in compliance with the equal pay standards* required by the bill, the governmental body ~~is required to~~ *may* terminate the contract.