

House Committee of Reference Report

Committee on Business Affairs & Labor

All text that will be removed from the bill will be indicated by strikethrough as follows:

~~This is text that is removed from law.~~

Text that is added to a bill will be indicated by either all capitals or bold & italic as follows:

THIS ALL CAPITALS TEXT WOULD BE ADDED TO LAW.

This is bold & italic text that would be added to law.

February 26, 2026

After consideration on the merits, the Committee recommends the following:

HB26-1054 be amended as follows, and as so amended, be referred to the Committee on Appropriations with favorable recommendation:

Page 1, Line 1

Amend printed bill, page 3, before line 1 insert:

Page 1, Line 2

"8-14.4-201. Short title.

Page 1, Line 3

THE SHORT TITLE OF THIS PART 2 IS THE "COLORADO WORKER

Page 1, Line 4

SAFETY ACT".

Page 1, Line 5

Renumber succeeding C.R.S. sections accordingly.

Page 1, Line 6

Page 3, strike lines 11 through 20 and substitute:

Page 1, Line 7

"(4) "LABOR ORGANIZATION" MEANS AN EXCLUSIVE

Page 1, Line 8

REPRESENTATIVE, AS DEFINED IN SECTION 8-3.3-102 (13).".

Page 1, Line 9

Page 4, after line 2 insert:

Page 1, Line 10

"(7) "WORKER ORGANIZATION" MEANS A COMMUNITY-BASED

Page 1, Line 11

NONPROFIT OR MEMBERSHIP-BASED ORGANIZATION

DEDICATED TO

Page 1, Line 12

SUPPORTING WORKERS, ASSISTING WORKERS WITH MUTUAL

AID OR

Page 1, Line 13

PROTECTION IN CONNECTION WITH WORK, OR EMPOWERING

VULNERABLE

Page 1, Line 14

WORKERS.".

Page 1, Line 15

Renumber succeeding subsection accordingly.

Page 1, Line 16

Page 4, line 23, strike "OR THE DIVISION".

Page 1, Line 17

Page 5, line 1, strike "THE DIVISION,".

Page 1, Line 18

Page 5, line 2, after "ORGANIZATION," insert "A WORKER ORGANIZATION,".

Page 2, Line 1

Page 5, line 3, strike "A PERSON" and substitute "AN EMPLOYER".

Page 2, Line 2

Page 6, line 9, strike "A PERSON" and substitute "AN EMPLOYER".

Page 2, Line 3

Page 6, line 25, strike "THE DIVISION,".

Page 2, Line 4

Page 6, line 26, after "ORGANIZATION," insert "A WORKER

Page 2, Line 5

ORGANIZATION,".

Page 2, Line 6

Page 7, after line 9 insert:

Page 2, Line 7

"(i) THIS PART 2 SHALL NOT BE CONSTRUED TO AUTHORIZE

Page 2, Line 8

INJUNCTIVE RELIEF THAT HAS THE PRIMARY PURPOSE OR EFFECT OF

Page 2, Line 9

INTERFERING WITH LAWFUL, CONSTITUTIONALLY PROTECTED ACTIVITY OF

Page 2, Line 10

THE PRESS, UNLESS SUCH RELIEF IS NECESSARY AND
NARROWLY TAILORED

Page 2, Line 11

TO REMEDY A SPECIFIC WORKPLACE HEALTH OR SAFETY
HAZARD."

Page 2, Line 12

Page 8, strike lines 10 through 23 and substitute:

Page 2, Line 13

"(1) IF, AT ANY TIME AFTER SEPTEMBER 1, 2025, ANY OSH ACT

Page 2, Line 14

HEALTH OR SAFETY STANDARD, OR RULE ADOPTED
THEREUNDER, IS

Page 2, Line 15

REPEALED OR REVOKED, THE DIVISION MAY, AS SOON AS
PRACTICABLE,

Page 2, Line 16

ADOPT RULES ESTABLISHING A STATE STANDARD FOR
EMPLOYERS IN THE

Page 2, Line 17

STATE THAT IS AS STRINGENT AS OR MORE STRINGENT THAN
THE FEDERAL

Page 2, Line 18

OCCUPATIONAL HEALTH OR SAFETY STANDARD BEING
REPEALED OR

Page 2, Line 19

REVOKED AS A MINIMUM STANDARD FOR EMPLOYERS IN THIS
STATE."

Page 2, Line 20

Renumber succeeding subsections accordingly.

Page 2, Line 21

Page 8, line 24, strike "OR (2)".

Page 2, Line 22

Page 8, line 25, strike "8-14.4-203." and substitute "8-14.4-204."

Page 2, Line 23

Strike "8-14.4-204" and substitute "8-14.4-205" on: **Page 3**, line 10; and

Page 2, Line 24

Page 6, line 13.

Page 2, Line 25

Strike "8-14.4-205" and substitute "8-14.4-206" on: **Page 5**, line 26; **Page**

Page 2, Line 26

6, lines 3, 5, 11, 17, 21, and 23; and **Page 7**, line 22.