

SENATE FLOOR AMENDMENT

Second Reading

BY SENATOR Danielson

1 Strike the Business, Labor, and Technology Committee Report, dated  
2 March 19, 2026.

3 Amend printed bill, page 2, strike lines 4 and 5 and substitute:  
4 **"8-6-120. Overtime wages for agricultural employees - notice**  
5 **requirement - definitions - rules."**

6 Page 3 of the bill, after line 12 insert:

7 **"(3) Notice to agricultural employers.**

8 (a) WITHIN NINETY DAYS AFTER THE EFFECTIVE DATE OF THIS  
9 SECTION, AS AMENDED, THE DEPARTMENT OF LABOR AND EMPLOYMENT  
10 SHALL PROVIDE WRITTEN NOTICE TO AGRICULTURAL EMPLOYERS OF THE  
11 CHANGE IN OVERTIME OBLIGATIONS PURSUANT TO THIS SECTION. SUCH  
12 NOTICE MUST:

13 (I) CLEARLY SET FORTH THE NEW WEEKLY OVERTIME THRESHOLD,  
14 THE EFFECTIVE DATE OF THE CHANGE IN OVERTIME OBLIGATIONS, AND THE  
15 METHOD FOR CALCULATING THE OVERTIME PREMIUM OWED TO  
16 AGRICULTURAL EMPLOYEES;

17 (II) DESCRIBE THE EMPLOYER'S RECORD-KEEPING OBLIGATIONS  
18 UNDER COLORADO LAW WITH RESPECT TO AGRICULTURAL EMPLOYEE  
19 HOURS AND COMPENSATION;

20 (III) IDENTIFY AVAILABLE RESOURCES, INCLUDING THE  
21 DEPARTMENT'S COMPLIANCE ASSISTANCE CONTACTS, FOR EMPLOYERS  
22 SEEKING GUIDANCE ON IMPLEMENTATION OF THIS SECTION; AND

23 (IV) BE PROVIDED IN PLAIN LANGUAGE THAT IS ACCESSIBLE TO  
24 EMPLOYERS WITH VARYING LEVELS OF FAMILIARITY WITH WAGE AND  
25 EMPLOYMENT LAW.

26 (b) TO CARRY OUT THE NOTICE OBLIGATIONS UNDER THIS SECTION,  
27 THE DEPARTMENT OF LABOR AND EMPLOYMENT SHALL COORDINATE WITH  
28 THE DEPARTMENT OF AGRICULTURE, THE DEPARTMENT OF REVENUE,  
29 COUNTY EXTENSION OFFICES, CONSULAR OFFICES SERVING AGRICULTURAL  
30 EMPLOYEE COMMUNITIES, AGRICULTURAL PRODUCER ASSOCIATIONS, AND  
31 NONPROFIT ORGANIZATIONS WITH ESTABLISHED RELATIONSHIPS WITH  
32 AGRICULTURAL EMPLOYEE POPULATIONS IN COLORADO.

33 (c) THE DIRECTOR SHALL ADOPT RULES AS NECESSARY TO  
34 IMPLEMENT THE NOTICE REQUIREMENT DESCRIBED IN THIS SUBSECTION  
35 (3), INCLUDING ESTABLISHING PROCEDURES FOR IDENTIFYING LANGUAGES  
36 IN ADDITION TO ENGLISH AND SPANISH IN WHICH NOTICE MATERIALS  
37 SHALL BE PRODUCED."

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