

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 -**
5 **agricultural employee outreach - definitions - rules."**

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

7 "(3) (a) IN ADDITION TO ANY WRITTEN NOTICE OBLIGATIONS
8 REQUIRED BY THIS SECTION, THE DEPARTMENT OF LABOR AND
9 EMPLOYMENT SHALL CONDUCT A PROGRAM TO COORDINATE DIRECT,
10 IN-PERSON OUTREACH TO AGRICULTURAL WORKERS TO PROVIDE
11 EDUCATION ABOUT THE OVERTIME RIGHTS OF AGRICULTURAL EMPLOYEES
12 ESTABLISHED PURSUANT TO THIS SECTION. THE OUTREACH PROGRAM
13 MUST:

14 (I) BE CONDUCTED WITHIN NINETY DAYS AFTER THE EFFECTIVE
15 DATE OF THIS SECTION, AS AMENDED;

16 (II) INCLUDE VISITS TO EMPLOYER-PROVIDED HOUSING SITES AND
17 OTHER RESIDENTIAL FACILITIES WHERE AGRICULTURAL EMPLOYEES
18 RESIDE, AT TIMES REASONABLY ESTIMATED TO REACH EMPLOYEES
19 OUTSIDE OF WORKING HOURS;

20 (III) BE CONDUCTED IN ENGLISH AND SPANISH AT A MINIMUM, AND
21 IN ANY ADDITIONAL LANGUAGE DETERMINED BY THE DEPARTMENT TO BE
22 NECESSARY TO REACH AGRICULTURAL EMPLOYEES IN COLORADO; AND

23 (IV) PROVIDE EMPLOYEES WITH CLEAR INFORMATION ABOUT:

24 (A) THE NEW OVERTIME THRESHOLD AND EFFECTIVE DATE;

25 (B) THE EMPLOYEES' RIGHT TO OVERTIME COMPENSATION;

26 (C) HOW TO CALCULATE OVERTIME PAY OWED; AND

27 (D) HOW TO FILE A WAGE COMPLAINT WITH THE DEPARTMENT IF
28 OVERTIME WAGES ARE NOT PAID.

29 (b) THE DEPARTMENT OF LABOR AND EMPLOYMENT SHALL ADOPT
30 RULES AS NECESSARY TO IMPLEMENT THIS SUBSECTION (3), INCLUDING
31 PROCEDURES FOR ACCESSING EMPLOYER-PROVIDED HOUSING SITES, AND
32 SHALL DEVELOP THE FORM AND CONTENT OF INFORMATION PROVIDED TO
33 EMPLOYEES DURING OUTREACH ACTIVITIES PURSUANT TO THIS
34 SUBSECTION (3)."

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