

**Second Regular Session
Seventy-fourth General Assembly
STATE OF COLORADO**

PREAMENDED

*This Unofficial Version Includes Committee
Amendments Not Yet Adopted on Second Reading*

LLS NO. 24-0316.01 Yelana Love x2295

SENATE BILL 24-048

SENATE SPONSORSHIP

Priola, Jaquez Lewis

HOUSE SPONSORSHIP

deGruy Kennedy and Lynch, Epps

Senate Committees

Business, Labor, & Technology
Appropriations

House Committees

A BILL FOR AN ACT

101 **CONCERNING RECOVERY FROM SUBSTANCE USE DISORDERS, AND, IN**
102 **CONNECTION THEREWITH, MAKING AN APPROPRIATION.**

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://leg.colorado.gov/>.)

Opioid and Other Substance Use Disorders Study Committee.
Section 1 of the bill implements a voluntary designation process for recovery-friendly workplaces.

Section 2 allows a school district to include in the annual pupil count a student who has transferred to a recovery high school before the pupil count date.

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers indicate new material to be added to existing law.
Dashes through the words or numbers indicate deletions from existing law.

Section 3 allows a recovery community organization that receives a grant through the recovery support services grant program to use the money to provide guidance to individuals on the many pathways for recovery.

Section 4 declares that recovery residences, sober living facilities, and sober homes are a residential use of land for zoning purposes.

Sections 5 and 6 place restrictions on where liquor-licensed drugstores and fermented malt beverage and wine retailers may display alcohol beverages on the stores' licensed premises.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** part 3 to article
3 20 of title 23 as follows:

4 PART 3

5 RECOVERY-FRIENDLY WORKPLACES

6 **23-20-301. Definitions.** AS USED IN THIS PART 3, UNLESS THE
7 CONTEXT OTHERWISE REQUIRES:

8 (1) "CENTER" MEANS THE CENTER FOR HEALTH, WORK, AND
9 ENVIRONMENT AT THE COLORADO SCHOOL OF PUBLIC HEALTH.

10 (2) "CERTIFIED RECOVERY-FRIENDLY WORKPLACE" MEANS A
11 WORKPLACE THAT MEETS THE CRITERIA FOR CERTIFICATION AS
12 ESTABLISHED BY THIS PART 3, ATTAINS DESIGNATION AS CERTIFIED BY THE
13 RECOVERY-FRIENDLY WORKPLACE PROGRAM, AND RECEIVES WRITTEN
14 DOCUMENTATION FROM THE PROGRAM OF SUCH DESIGNATION.

15
16 (3) "EMPLOYEE" MEANS ANY PERSON WHO WORKS FOR SALARY,
17 WAGES, OR OTHER REMUNERATION FOR AN EMPLOYER SUBJECT TO THE
18 PROVISIONS OF THIS PART 3 AND INCLUDES INDIVIDUALS IN MANAGERIAL
19 POSITIONS, THOSE WORKING FOR OR ON BEHALF OF THE STATE,
20 CONTRACTORS, AND INDIVIDUALS IN WORK-FROM-HOME POSITIONS.

1 (4) "EMPLOYER" MEANS ANY PUBLIC OR PRIVATE PERSON OR
2 ENTITY THAT HAS ONE OR MORE EMPLOYEES WHO ARE RESIDENTS OF THE
3 STATE AND WHO ARE COVERED BY THE "WORKERS' COMPENSATION ACT
4 OF COLORADO", ARTICLES 40 TO 47 OF ___ TITLE 8, OR THAT CONDUCTS
5 BUSINESS IN OR WITHIN THE STATE. "EMPLOYER" INCLUDES THE STATE
6 AND ANY DEPARTMENT, AGENCY, OR INSTRUMENTALITY OF THE STATE;
7 ANY COUNTY; ANY MUNICIPAL CORPORATION; AND ANY EMPLOYER THAT
8 IS SELF-INSURED. A SINGLE EMPLOYER MAY HAVE MULTIPLE WORKPLACES.

9 (5) "PARTICIPANT" MEANS A WORKPLACE THAT MEETS THE
10 CRITERIA FOR PARTICIPANT STATUS AS ESTABLISHED BY THIS PART 3,
11 ATTAINS DESIGNATION AS A PARTICIPANT BY THE RECOVERY-FRIENDLY
12 WORKPLACE PROGRAM, AND RECEIVES DOCUMENTATION FROM THE
13 PROGRAM OF SUCH DESIGNATION.

14 (6) "PREVENTION" MEANS THE PREVENTION OF SUBSTANCE MISUSE
15 THROUGH STRATEGIES DESIGNED TO REDUCE THE RISK OF INJURY AND
16 STRESS IN THE WORKPLACE AND ADDRESS OTHER FACTORS THAT MAY
17 INCREASE THE RISK OF SUBSTANCE MISUSE AND THROUGH TRAINING AND
18 EDUCATION TO BUILD SUBSTANCE USE DISORDER AND RECOVERY
19 LITERACY.

20 (7) "RECOVERY" MEANS A PROCESS OF CHANGE THROUGH WHICH
21 INDIVIDUALS IMPROVE THEIR HEALTH AND WELLNESS, LIVE A
22 SELF-DIRECTED LIFE, AND STRIVE TO REACH THEIR FULL POTENTIAL.

23 (8) "RECOVERY-FRIENDLY WORKPLACE ADVISOR" MEANS AN
24 INDIVIDUAL WHO IS AN EMPLOYEE OF OR CONTRACTOR FOR THE
25 RECOVERY-FRIENDLY WORKPLACE PROGRAM AND WHOSE DUTIES INCLUDE
26 ASSISTING EMPLOYERS THROUGH THE PROCESS OF BECOMING A
27 RECOVERY-FRIENDLY WORKPLACE PARTICIPANT OR A CERTIFIED

1 RECOVERY-FRIENDLY WORKPLACE.

2 (9) "RECOVERY-FRIENDLY WORKPLACE PROGRAM" OR "PROGRAM"
3 MEANS THE PROGRAM ESTABLISHED IN SECTION 23-20-302.

4 (10) "RECOVERY-FRIENDLY WORKPLACE TASK FORCE" MEANS A
5 TASK FORCE ESTABLISHED BY AN EMPLOYER OR ITS EMPLOYEES THAT
6 REFLECTS DIFFERENT COMPONENTS OF THE WORKFORCE AND INCLUDES
7 DIFFERENT LEVELS OF STAFF TO LEAD RECOVERY-FRIENDLY WORKPLACE
8 POLICY DEVELOPMENT AND IMPLEMENTATION AND TO CONTINUOUSLY
9 REVIEW AND UPDATE THE EMPLOYER'S POLICIES AND PRACTICES TO MAKE
10 THEM MORE RECOVERY-FRIENDLY.

11 (11) "RECOVERY SUPPORT SERVICES" MEANS NONCLINICAL
12 SERVICES THAT ASSIST INDIVIDUALS IN ACHIEVING OR SUSTAINING
13 RECOVERY FROM A SUBSTANCE USE DISORDER AND MAY INCLUDE
14 MENTORSHIP, RECOVERY COACHING, INFORMATION SHARING, RECOVERY
15 PLANNING, AND LINKAGE TO SERVICES OR OTHER RESOURCES.

16 (12) "SUBSTANCE USE DISORDER" HAS THE SAME MEANING AS SET
17 FORTH IN SECTION 27-50-101 (20).

18 (13) "WORKPLACE" MEANS ANY OFFICE, WAREHOUSE, BUILDING,
19 OR OTHER LOCATION, WHETHER PERMANENT OR TEMPORARY, WHERE AN
20 EMPLOYEE PERFORMS ANY WORK-RELATED DUTY OR DUTIES IN THE SCOPE
21 AND COURSE OF THE EMPLOYEE'S EMPLOYMENT. EMPLOYERS MAY HAVE
22 MORE THAN ONE WORKPLACE. "WORKPLACE" DOES NOT INCLUDE AN
23 EMPLOYEE'S RESIDENCE OR OTHER REMOTE WORK LOCATION. IF AN
24 EMPLOYER OPERATES EXCLUSIVELY THROUGH TELEWORK, THE
25 DESIGNATED WORKPLACE ADDRESS IS THE ADDRESS LISTED ON THE
26 EMPLOYER'S ARTICLES OF INCORPORATION FILED WITH THE SECRETARY OF
27 STATE, IF INCORPORATED IN THIS STATE, OR, IF NOT INCORPORATED IN THIS

1 STATE, THE ADDRESS OF THE EMPLOYER'S OFFICIAL HEADQUARTERS IN
2 THIS STATE.

3 **23-20-302. Recovery-friendly workplace program - creation**

4 **= duties.** (1) THERE IS HEREBY ESTABLISHED A RECOVERY-FRIENDLY
5 WORKPLACE PROGRAM. THE CENTER MAY CONTRACT WITH ONE OR MORE
6 PUBLIC OR PRIVATE ENTITIES TO PERFORM SOME OR ALL OF THE DUTIES
7 OUTLINED IN THIS PART 3 BUT SHALL MAINTAIN OVERSIGHT OF THE
8 PROGRAM. ANY SUCH PUBLIC OR PRIVATE ENTITY SHALL BE REQUIRED TO
9 MEET ALL REQUIREMENTS FOR CERTIFICATION AS A RECOVERY-FRIENDLY
10 WORKPLACE.

11 (2) AT A MINIMUM, THE PROGRAM MUST:

12 (a) DEVELOP OR ADOPT A PROCESS THROUGH WHICH EMPLOYERS
13 MAY APPLY TO BECOME RECOVERY-FRIENDLY WORKPLACE PARTICIPANTS
14 OR CERTIFIED AS RECOVERY-FRIENDLY AS SET FORTH IN SECTION
15 23-20-303;

16 (b) DEVELOP OR ADOPT AN ORIENTATION PROCESS THAT INCLUDES
17 TRAINING MATERIALS FOR NEW EMPLOYERS THAT PROVIDES A BASELINE
18 INTRODUCTION TO SUBSTANCE USE DISORDERS, TREATMENT, AND
19 RECOVERY, INCLUDING INFORMATION ON THE SCIENCE OF ADDICTION,
20 STIGMA, SUBSTANCE USE IN THE WORKFORCE, PREVENTION MEASURES,
21 AVAILABLE LOCAL RESOURCES, AND THE WAYS IN WHICH EMPLOYERS CAN
22 AMEND AND IMPLEMENT RECOVERY-FRIENDLY POLICIES AND PRACTICES
23 TO HELP THEIR EMPLOYEES WITH SUBSTANCE USE DISORDERS;

24 (c) PROVIDE CONSULTATION, GUIDANCE, TECHNICAL ASSISTANCE,
25 TRAINING AND EDUCATION, AND OTHER SUPPORT TO EMPLOYERS SEEKING
26 TO BECOME PARTICIPANTS OR CERTIFIED RECOVERY-FRIENDLY
27 WORKPLACES, AS WELL AS TO CURRENT PARTICIPANTS AND CERTIFIED

1 RECOVERY-FRIENDLY EMPLOYERS AND KEY STAKEHOLDERS WITHIN THE
2 WORKPLACE, SUCH AS HUMAN RESOURCES DIRECTORS AND UNION
3 LEADERS;

4 (d) CONDUCT OUTREACH TO KEY STAKEHOLDERS WITHIN THE
5 STATE, INCLUDING EMPLOYERS THAT ARE NOT ENGAGED IN THE PROGRAM,
6 LABOR UNIONS, AND RECOVERY SUPPORT SERVICES ORGANIZATIONS TO
7 PROVIDE INFORMATION REGARDING THE PROGRAM AND PROGRAM
8 BENEFITS;

9 (e) DEPENDENT ON FUNDING, HIRE OR CONTRACT WITH AT LEAST
10 ONE RECOVERY-FRIENDLY WORKPLACE ADVISOR FOR EVERY ONE
11 HUNDRED PARTICIPANTS AND CERTIFIED RECOVERY-FRIENDLY
12 WORKPLACES;

13 (f) ASSIGN A RECOVERY-FRIENDLY WORKPLACE ADVISOR TO EACH
14 EMPLOYER THAT HAS SUBMITTED A LETTER OF INTENT WHO WILL:

15 (I) ASSIST EMPLOYERS THROUGH THE PROCESS OF BECOMING A
16 PARTICIPANT OR CERTIFIED RECOVERY-FRIENDLY WORKPLACE;

17 (II) PROVIDE INFORMATION TO EMPLOYERS REGARDING THE STATE
18 AND FEDERAL LAWS AND REGULATIONS THAT IMPACT INDIVIDUALS WITH
19 SUBSTANCE USE DISORDERS, INCLUDING THE FEDERAL "AMERICANS WITH
20 DISABILITIES ACT OF 1990", 42 U.S.C. SEC. 12101 ET. SEQ.; STATE
21 DISABILITY LAWS; THE FEDERAL "FAMILY MEDICAL LEAVE ACT", 29
22 U.S.C. SECS. 2601 TO 2654; 42 CFR 2; AND THE FEDERAL "HEALTH
23 INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996", 42 U.S.C.
24 SEC. 201 ET SEQ., THROUGH THE PROVISION OF WRITTEN MATERIALS,
25 TRAINING, OR REFERRAL TO AN INDIVIDUAL OR ENTITY WITH THE
26 REQUISITE KNOWLEDGE;

27 (III) PROVIDE ONGOING ASSISTANCE TO EMPLOYERS BY:

1 (A) WORKING WITH EMPLOYERS TO REVIEW THE EMPLOYERS'
2 POLICIES AND PROCEDURES AND PROVIDING SUGGESTIONS TO MAKE SUCH
3 POLICIES AND PROCEDURES MORE RECOVERY-FRIENDLY;

4 (B) REFERRING EMPLOYERS TO ORGANIZATIONS AND INDIVIDUALS
5 WITH SPECIALIZED KNOWLEDGE AND EXPERTISE THAT MAY ASSIST THE
6 EMPLOYER IN BECOMING OR MAINTAINING ITS STATUS AS
7 RECOVERY-FRIENDLY OR IN REVISING ITS POLICIES OR PROCEDURES TO
8 BETTER ASSIST EMPLOYEES WITH SUBSTANCE USE DISORDERS, ADDRESSING
9 STIGMA AND BUILDING A RECOVERY-SUPPORTIVE WORKPLACE CULTURE,
10 OR IN PROVIDING EMPLOYEES ACCESS TO ADDITIONAL SERVICES AND
11 SUPPORTS; AND

12 (C) ENCOURAGING EMPLOYEE INVOLVEMENT IN THE EMPLOYER'S
13 PROCESS OF BECOMING A PARTICIPANT OR CERTIFIED RECOVERY-FRIENDLY
14 WORKPLACE OR IN MAINTAINING SUCH STATUS, INCLUDING THROUGH
15 ACTIVITIES SUCH AS PARTICIPATING IN A RECOVERY-FRIENDLY
16 WORKPLACE TASK FORCE, ORIENTING NEW EMPLOYEES ON THE
17 EMPLOYER'S RECOVERY-FRIENDLY POLICIES, MONITORING THE
18 IMPLEMENTATION PROCESS, AND PROVIDING FEEDBACK ON THE
19 EMPLOYER'S RECOVERY-FRIENDLY WORKPLACE EFFORTS; AND

20 (IV) ASSIST EMPLOYERS IN RENEWING THEIR STATUS AS A
21 PARTICIPANT OR CERTIFIED RECOVERY-FRIENDLY WORKPLACE THROUGH
22 THE COMPLETION OF AN ANNUAL REVIEW AS SET FORTH IN SECTION
23 23-20-303 (5);

24 (g) PROVIDE EACH PARTICIPATING EMPLOYER WITH A CERTIFICATE
25 OR OTHER DOCUMENTATION EVIDENCING THE EMPLOYER'S STATUS AS A
26 PARTICIPANT OR AS A CERTIFIED RECOVERY-FRIENDLY WORKPLACE, WHICH
27 MUST REFLECT THE NAME OF THE EMPLOYER, THE ADDRESS OF EACH

1 WORKPLACE COVERED BY THE CERTIFICATE, THE DATE THE CERTIFICATE
2 WAS ISSUED, AND THE DATE OF EXPIRATION;

3 (h) DEVELOP A RECOVERY-FRIENDLY WORKPLACE PROGRAM
4 WEBSITE THAT PROVIDES RESOURCES AND INFORMATION ON SUBSTANCE
5 USE IN THE WORKPLACE TO EMPLOYERS, EMPLOYEES, AND THE GENERAL
6 PUBLIC OR INCORPORATE SUCH INFORMATION INTO THE CENTER'S EXISTING
7 WEBSITE;

8 (i) DEVELOP OR ADOPT ALREADY EXISTING EDUCATIONAL AND
9 TRAINING RESOURCES FOR EMPLOYERS AND EMPLOYEES THAT MUST BE
10 POSTED TO THE PROGRAM WEBSITE AND MUST INCLUDE MATERIALS SUCH
11 AS GUIDELINE DOCUMENTS, FLYERS, POSTERS, WEBINARS, PANEL
12 DISCUSSIONS, ONLINE INTERACTIVE MODULES, AND TRAINING MODULES
13 TAILORED TO SPECIFIC EMPLOYERS OR INDUSTRIES AND MAY INCLUDE
14 INTERACTIVE CLASSROOM-BASED TRAINING;

15 (j) DEVELOP OR ADOPT ALREADY EXISTING MODEL
16 RECOVERY-FRIENDLY POLICIES AND PROCEDURES FOR USE BY EMPLOYERS;
17 AND

18 (k) COMPILER THE INFORMATION TO BE SUBMITTED TO THE CENTER
19 PURSUANT TO SECTION 23-20-304 (2)(b).

20 **23-20-303. Recovery-friendly workplace program -**
21 **participants - certified recovery-friendly workplaces - requirements**

22 **- renewal - termination.** (1) AN EMPLOYER SEEKING TO PARTICIPATE IN
23 THE RECOVERY-FRIENDLY WORKPLACE PROGRAM MAY CHOOSE TO DO SO
24 AS A PARTICIPANT OR AS A CERTIFIED RECOVERY-FRIENDLY WORKPLACE.

25 (2) (a) TO BECOME A PARTICIPANT IN THE PROGRAM, AN EMPLOYER
26 MUST:

27 (I) SUBMIT OF A LETTER OF INTENT TO THE PROGRAM IN A FORM

1 AND MANNER PRESCRIBED BY THE PROGRAM THAT MUST INCLUDE, AT A
2 MINIMUM, THE NAME AND ADDRESS OF THE EMPLOYER AND, IF THE
3 EMPLOYER HAS MORE THAN ONE WORKPLACE, THE STREET ADDRESS OF
4 EACH WORKPLACE TO WHICH THE LETTER OF INTENT APPLIES;

5 (II) COMPLETE THE ORIENTATION PROCESS AS REQUIRED BY THE
6 PROGRAM, INCLUDING COMPLETION OF THE ORIENTATION TRAINING
7 MODULE;

8 (III) PREPARE A RECOVERY-FRIENDLY WORKPLACE PLEDGE OR
9 STATEMENT, OR USE A FORM PROVIDED BY THE PROGRAM, THAT IDENTIFIES
10 THE VALUES OR PRINCIPLES INFORMING THE COMMITMENT AND BRIEFLY
11 DESCRIBES THE KEY RECOVERY-FRIENDLY WORKPLACE STEPS THE
12 EMPLOYER MUST COMPLETE AS A PARTICIPANT; AND

13 (IV) NOTIFY ALL EMPLOYEES AND THE MEMBERS OF THE
14 EMPLOYER'S BOARD OF DIRECTORS, IF ANY, IN WRITING OF THE INTENT TO
15 BECOME A PARTICIPANT, WHICH THE EMPLOYER MUST SUBMIT TO THE
16 PROGRAM.

17 (b) UPON SUBMISSION OF THE LETTER OF INTENT, THE PROGRAM
18 MUST ASSIGN THE EMPLOYER A RECOVERY-FRIENDLY WORKPLACE
19 ADVISOR.

20 (c) AFTER AN EMPLOYER COMPLETES THE MINIMUM
21 REQUIREMENTS AS SET FORTH IN SUBSECTION (2)(a) OF THIS SECTION, THE
22 PROGRAM MUST:

23 (I) LIST THE EMPLOYER AS A PARTICIPANT ON THE PROGRAM
24 WEBSITE; AND

25 (II) PROVIDE THE EMPLOYER WITH A CERTIFICATE OR OTHER
26 DOCUMENTATION VERIFYING THE EMPLOYER'S STATUS AS A PARTICIPANT
27 IN THE RECOVERY-FRIENDLY WORKPLACE PROGRAM, WHICH CERTIFICATE

1 OR DOCUMENTATION MUST INCLUDE THE DATE OF ISSUANCE, THE
2 EXPIRATION DATE, AND THE ADDRESS OF EACH WORKPLACE COVERED BY
3 THE CERTIFICATE. THE CERTIFICATE MUST BE VALID FOR A PERIOD OF AT
4 LEAST ONE YEAR AFTER THE DATE OF ISSUANCE.

5 (3) (a) TO BECOME CERTIFIED AS A RECOVERY-FRIENDLY
6 WORKPLACE, AN EMPLOYER MUST:

7 (I) COMPLETE ALL STEPS SET FORTH IN SUBSECTION (2)(a) OF THIS
8 SECTION FOR BECOMING A PARTICIPANT;

9 (II) WITH THE EMPLOYER'S RECOVERY-FRIENDLY WORKPLACE
10 ADVISOR, COMPLETE A STANDARDIZED ASSESSMENT OF THE EMPLOYER'S
11 CURRENT POLICIES, PROCEDURES, AND PRACTICES THAT IMPACT CURRENT
12 AND PROSPECTIVE EMPLOYEES WITH SUBSTANCE USE DISORDERS AND
13 DETERMINE WHERE IMPROVEMENTS CAN BE MADE; AND

14 (III) WITH THE RECOVERY-FRIENDLY WORKPLACE ADVISOR, SET
15 TIME-LIMITED GOALS TO MAKE SELECT IMPROVEMENTS IDENTIFIED IN
16 SUBSECTION (3)(a)(II) OF THIS SECTION, WHICH MUST BE COMPLETED
17 WITHIN THE ONE-YEAR TERM OF THE CERTIFICATION, UNLESS AN
18 EXTENSION OF TIME IS GRANTED BY THE PROGRAM.

19 (b) THE PROGRAM SHALL LIST ON THE PROGRAM WEBSITE EACH
20 EMPLOYER THAT COMPLETES THE MINIMUM REQUIREMENTS AS SET FORTH
21 IN SUBSECTION (3)(a) OF THIS SECTION AS A CERTIFIED
22 RECOVERY-FRIENDLY WORKPLACE. IF THE EMPLOYER HAS A LOGO, THE
23 PROGRAM SHALL INCLUDE THE LOGO IN THE LISTING.

24 (c) UPON COMPLETION OF THE MINIMUM REQUIREMENTS AS SET
25 FORTH IN SUBSECTION (3)(a) OF THIS SECTION, THE PROGRAM SHALL
26 PROVIDE AN EMPLOYER WITH A CERTIFICATE OR OTHER DOCUMENTATION
27 SUITABLE FOR DISPLAY THAT VERIFIES THE EMPLOYER'S STATUS AS A

1 CERTIFIED RECOVERY-FRIENDLY WORKPLACE. THE CERTIFICATE OR OTHER
2 DOCUMENTATION MUST INCLUDE THE DATE OF ISSUANCE, THE EXPIRATION
3 DATE, AND THE ADDRESS OF EACH WORKPLACE COVERED BY THE
4 CERTIFICATE. THE CERTIFICATE MUST BE VALID FOR ONE YEAR AFTER THE
5 DATE OF ISSUANCE.

6 (4) THE CENTER SHALL RECOGNIZE EACH CERTIFIED
7 RECOVERY-FRIENDLY WORKPLACE EMPLOYER THROUGH PROGRAM PRESS
8 RELEASES AND PROGRAM-SPONSORED EVENTS THROUGHOUT THE YEAR.

9 (5) AT LEAST THIRTY DAYS PRIOR TO THE EXPIRATION OF A
10 CERTIFICATE DESIGNATING AN EMPLOYER AS A PARTICIPANT OR AS A
11 CERTIFIED RECOVERY-FRIENDLY WORKPLACE, THE EMPLOYER SHALL:

12 (a) MEET WITH THE RECOVERY-FRIENDLY WORKPLACE ADVISOR TO
13 COMPLETE A REVIEW OF THE EMPLOYER'S RECOVERY-FRIENDLY-RELATED
14 ACTIVITIES FOR THE PAST YEAR, INCLUDING REVISING WORKPLACE
15 POLICIES TO BETTER ASSIST EMPLOYEES WITH SUBSTANCE USE DISORDERS,
16 IMPLEMENTING POLICIES TO ENCOURAGE THE HIRING OF INDIVIDUALS IN
17 RECOVERY FROM SUBSTANCE USE DISORDERS, DECREASING OR
18 ELIMINATING BARRIERS FOR EMPLOYEES SEEKING TREATMENT,
19 ESTABLISHING A RECOVERY-FRIENDLY WORKPLACE TASK FORCE, AND
20 TAKING STEPS TO REDUCE STIGMA IN THE WORKPLACE;

21 (b) IN CONSULTATION WITH THE RECOVERY-FRIENDLY WORKPLACE
22 ADVISOR, SET GOALS FOR THE UPCOMING YEAR; AND

23 (c) COMPLETE A WRITTEN OR ELECTRONIC PROGRAM SATISFACTION
24 SURVEY.

25 (6) AN EMPLOYER MAY CHOOSE TO TERMINATE ITS PARTICIPATION
26 IN THE PROGRAM IF THE TERMINATION:

27 (a) TAKES EFFECT PRIOR TO THE EXPIRATION OF THE EMPLOYER'S

1 CURRENT DESIGNATION AND THE EMPLOYER PROVIDES WRITTEN NOTICE
2 TO THE PROGRAM OF THE INTENT TO TERMINATE PARTICIPATION WITHIN
3 THIRTY DAYS PRIOR TO THE PROPOSED DATE OF TERMINATION; OR

4 (b) TAKES EFFECT ON THE EXPIRATION OF THE EMPLOYER'S
5 CURRENT DESIGNATION AND THE EMPLOYER PROVIDES WRITTEN NOTICE
6 TO THE PROGRAM OF THE EMPLOYER'S INTENT NOT TO RENEW ITS
7 DESIGNATION AS A PARTICIPANT OR A CERTIFIED RECOVERY-FRIENDLY
8 WORKPLACE.

9 (7) THE PROGRAM MAY REVOKE OR DECLINE TO RENEW THE
10 DESIGNATION AS A PARTICIPANT OR CERTIFIED RECOVERY-FRIENDLY
11 WORKPLACE FOR ANY EMPLOYER THAT:

12 (a) VIOLATES ANY OF THE REQUIREMENTS OF THIS PART 3; OR

13 ==

14 (b) FAILS TO TAKE THE NECESSARY STEPS TO RENEW ITS
15 PARTICIPATION OR CERTIFICATION WITHIN THE TIME ALLOWED BY THE
16 PROGRAM.

17 (8) THE PROGRAM SHALL REMOVE ALL PARTICIPANTS AND
18 CERTIFIED RECOVERY-FRIENDLY WORKPLACES WHOSE DESIGNATION IS
19 REVOKED OR WHO DO NOT SEEK RENEWAL FROM THE PROGRAM WEBSITE
20 AND TERMINATE ALL BENEFITS ASSOCIATED WITH SUCH DESIGNATION.

21 (9) THE PROGRAM SHALL BE FLEXIBLE IN GRANTING EXTENSIONS
22 TO PARTICIPANTS AND CERTIFIED RECOVERY-FRIENDLY WORKPLACES THAT
23 BEGIN THE PROCESS OF RENEWING THEIR DESIGNATION BUT FAIL TO
24 COMPLETE THE PROCESS BEFORE THEIR CURRENT DESIGNATION EXPIRES.

25 **23-20-304. Program evaluation and reports.** (1) THE CENTER
26 MAY CONDUCT AN EVALUATION OF THE EFFECTIVENESS OF THE
27 RECOVERY-FRIENDLY WORKPLACE PROGRAM AND IDENTIFY WAYS TO

1 IMPROVE THE PROGRAM. THE CENTER MAY HIRE AN OUTSIDE CONTRACTOR
2 TO PERFORM THE EVALUATION.

3 (2) (a) BEGINNING ONE YEAR AFTER THE EFFECTIVE DATE OF THIS
4 PART 3, AND ON AN ANNUAL BASIS THEREAFTER, THE PROGRAM SHALL
5 COLLECT AND AGGREGATE THE SATISFACTION DATA OBTAINED AS THE
6 RESULT OF THE RENEWAL PROCESS AND SHALL PRESENT SUCH
7 INFORMATION IN THE FORM OF A REPORT TO THE HOUSE OF
8 REPRESENTATIVES BUSINESS AFFAIRS AND LABOR COMMITTEE AND THE
9 SENATE BUSINESS, LABOR, AND TECHNOLOGY COMMITTEE, OR THEIR
10 SUCCESSOR COMMITTEES, FOR THE PURPOSE OF PROGRAM REVIEW. THE
11 INFORMATION IN THIS REPORT IS CONFIDENTIAL AND NOT SUBJECT TO THE
12 "COLORADO OPEN RECORDS ACT", PART 2 OF ARTICLE 72 OF TITLE 24.
13 NOTWITHSTANDING SECTION 24-1-136 (11)(a)(I), THE REQUIREMENT IN
14 THIS SECTION TO REPORT TO THE GENERAL ASSEMBLY CONTINUES
15 INDEFINITELY.

16 (b) ON AN ANNUAL BASIS, THE PROGRAM SHALL COLLECT AND
17 AGGREGATE DATA REGARDING THE FOLLOWING AND SHALL SUBMIT SUCH
18 DATA TO THE CENTER:

19 (I) THE NUMBER OF EMPLOYERS DESIGNATED AS PARTICIPANTS IN
20 THE RECOVERY-FRIENDLY WORKPLACE PROGRAM, INCLUDING
21 INFORMATION REGARDING THE TYPES OF INDUSTRIES REPRESENTED AND
22 NUMBER OF EMPLOYEES, IF AVAILABLE;

23 (II) THE NUMBER OF EMPLOYERS DESIGNATED AS CERTIFIED
24 RECOVERY-FRIENDLY WORKPLACES, INCLUDING INFORMATION REGARDING
25 THE TYPES OF INDUSTRIES REPRESENTED AND NUMBER OF EMPLOYEES, IF
26 AVAILABLE;

27 (III) THE NUMBER OF PARTICIPANTS DESIGNATED AS CERTIFIED

1 RECOVERY-FRIENDLY WORKPLACES;

2 (IV) THE NUMBER OF ONLINE AND IN-PERSON TRAININGS
3 CONDUCTED BY THE PROGRAM, NOT INCLUDING THE ORIENTATION
4 TRAINING, INCLUDING THE TOPICS, NUMBER OF ATTENDEES, INDUSTRIES
5 REPRESENTED, AND WHETHER SUCH TRAININGS WERE CONDUCTED AT THE
6 REQUEST OF ONE OR MORE EMPLOYERS; AND

7 (V) ANY OTHER INFORMATION REQUIRED BY THE CENTER.

8 **SECTION 2.** In Colorado Revised Statutes, 23-18-308, **add**
9 **(1)(m)** as follows:

10 **23-18-308. Fee-for-service contracts - grants to local district**
11 **colleges - limited purpose - repeal.** (1) Subject to available
12 **appropriations, the department shall enter into fee-for-service contracts**
13 **for the following purposes:**

14 (m) **THE RECOVERY-FRIENDLY WORKPLACE PROGRAM CREATED IN**
15 **PART 3 OF ARTICLE 20 OF THIS TITLE 23.**

16 **SECTION 3.** In Colorado Revised Statutes, **add** 22-1-144 as
17 **follows:**

18 **22-1-144. Recovery school grant program - created - eligibility**
19 **- reporting - definitions - rules - repeal.** (1) **AS USED IN THIS SECTION,**
20 **UNLESS THE CONTEXT OTHERWISE REQUIRES:**

21 (a) **"DEPARTMENT" MEANS THE DEPARTMENT OF EDUCATION.**

22 (b) **"GRANT PROGRAM" MEANS THE RECOVERY SCHOOL GRANT**
23 **PROGRAM CREATED IN SUBSECTION (2) OF THIS SECTION.**

24 (c) **"RECOVERY SCHOOL" MEANS A SCHOOL THAT:**

25 **(I) EDUCATES AND SUPPORTS STUDENTS IN RECOVERY FROM**
26 **SUBSTANCE USE OR CO-OCCURRING DISORDERS, INCLUDING SELF-HARM**
27 **AND DISORDERED EATING;**

1 (II) INTENDS THAT ALL STUDENTS ENROLLED ARE WORKING IN AN
2 ACTIVE AND ABSTINENCE-FOCUSED PROGRAM OF RECOVERY AS
3 DETERMINED BY THE STUDENT AND THE SCHOOL; AND

4 (III) PROVIDES SUPPORT FOR FAMILIES LEARNING HOW TO LIVE
5 WITH, AND PROVIDE SUPPORT FOR, THEIR TEENS WHO ARE ENTERING INTO
6 THE RECOVERY LIFESTYLE.

7 (2) (a) THE RECOVERY SCHOOL GRANT PROGRAM IS CREATED
8 WITHIN THE DEPARTMENT. THE PURPOSE OF THE GRANT PROGRAM IS TO
9 PROVIDE GRANTS TO RECOVERY SCHOOLS FOR EXPENSES RELATED TO
10 ASSISTING STUDENTS WHO ARE LIVING A LIFE OF SOBRIETY.

11 (b) GRANT RECIPIENTS MAY USE THE MONEY RECEIVED THROUGH
12 THE GRANT PROGRAM FOR EXPENSES RELATED TO ASSISTING STUDENTS
13 WHO ARE LIVING A LIFE OF SOBRIETY.

14 (c) SUBJECT TO AVAILABLE APPROPRIATIONS, THE DEPARTMENT
15 SHALL ADMINISTER THE GRANT PROGRAM AND SHALL AWARD GRANTS AS
16 PROVIDED IN THIS SECTION. GRANTS MUST BE PAID OUT OF MONEY
17 APPROPRIATED FOR THE GRANT PROGRAM AS PROVIDED IN SUBSECTION (5)
18 OF THIS SECTION.

19 (d) THE DEPARTMENT SHALL IMPLEMENT THE GRANT PROGRAM IN
20 ACCORDANCE WITH THIS SECTION. THE EXECUTIVE DIRECTOR OF THE
21 DEPARTMENT MAY PROMULGATE THE RULES REQUIRED IN THIS SECTION
22 AND ANY ADDITIONAL RULES NECESSARY TO IMPLEMENT THE GRANT
23 PROGRAM.

24 (3) (a) TO RECEIVE A GRANT, A RECOVERY SCHOOL MUST SUBMIT
25 AN APPLICATION TO THE DEPARTMENT IN ACCORDANCE WITH RULES
26 PROMULGATED BY THE EXECUTIVE DIRECTOR OF THE DEPARTMENT.

27 (b) THE DEPARTMENT SHALL REVIEW THE APPLICATIONS RECEIVED

1 PURSUANT TO THIS SECTION.

2 (c) ON OR BEFORE JANUARY 1, 2025, THE DEPARTMENT SHALL
3 AWARD GRANTS AS PROVIDED IN THIS SECTION. THE DEPARTMENT SHALL
4 DISTRIBUTE THE GRANT MONEY WITHIN FOURTEEN DAYS AFTER AWARDING
5 THE GRANTS.

6 (4) ON OR BEFORE JULY 1, 2025, EACH RECOVERY SCHOOL THAT
7 RECEIVES A GRANT THROUGH THE GRANT PROGRAM SHALL SUBMIT A
8 REPORT TO THE DEPARTMENT DETAILING HOW THE RECOVERY SCHOOL
9 USED THE GRANT MONEY.

10 (5) FOR THE 2024-25 STATE FISCAL YEAR, THE GENERAL
11 ASSEMBLY SHALL APPROPRIATE FIFTY THOUSAND DOLLARS FROM THE
12 GENERAL FUND TO THE DEPARTMENT TO IMPLEMENT THE GRANT
13 PROGRAM.

14 (6) THIS SECTION IS REPEALED, EFFECTIVE SEPTEMBER 1, 2026.

15 **SECTION 4.** In Colorado Revised Statutes, 22-54-103, **add**
16 (10)(i) as follows:

17 **22-54-103. Definitions.** As used in this article 54, unless the
18 context otherwise requires:

19 (10) (i) (I) FOR THE 2024-25 BUDGET YEAR AND EACH BUDGET
20 YEAR THEREAFTER, A DISTRICT MAY INCLUDE IN ITS PUPIL ENROLLMENT
21 PUPILS WHO WERE ENROLLED IN THE DISTRICT PRIOR TO THE PUPIL
22 ENROLLMENT COUNT DAY AND THEN TRANSFERRED OUT OF THE DISTRICT
23 PRIOR TO THE PUPIL ENROLLMENT COUNT DAY FOR THE PURPOSE OF
24 ATTENDING A RECOVERY HIGH SCHOOL.

25 (II) AS USED IN THIS SUBSECTION (10)(i), "RECOVERY HIGH
26 SCHOOL" MEANS A SCHOOL THAT:

27 (A) EDUCATES AND SUPPORTS STUDENTS IN RECOVERY FROM

1 SUBSTANCE USE OR CO-OCCURRING DISORDERS, INCLUDING SELF-HARM
2 AND DISORDERED EATING;

3 (B) INTENDS THAT ALL STUDENTS ENROLLED ARE WORKING IN AN
4 ACTIVE AND ABSTINENCE-FOCUSED PROGRAM OF RECOVERY AS
5 DETERMINED BY THE STUDENT AND THE SCHOOL;

6 (C) PROVIDES SUPPORT FOR FAMILIES LEARNING HOW TO LIVE
7 WITH, AND PROVIDE SUPPORT FOR, THEIR TEENS WHO ARE ENTERING INTO
8 THE RECOVERY LIFESTYLE; AND

9 (D) MEETS STATE REQUIREMENTS FOR AWARDING A HIGH SCHOOL
10 DIPLOMA.

11 **SECTION 5.** In Colorado Revised Statutes, 27-80-126, **amend**
12 (3)(b) as follows:

13 **27-80-126. Recovery support services grant program -**
14 **creation - eligibility - reporting requirements - appropriation - rules**
15 **- definitions.** (3) A recovery community organization that receives a
16 grant from the grant program may use the money to:

17 (b) Provide guidance to individuals with a substance use disorder
18 or co-occurring substance use and mental health disorder and their family
19 members on THE MANY PATHWAYS FOR RECOVERY, navigating treatment,
20 social ~~service~~ SERVICES, and recovery support systems;

21 **SECTION 6.** In Colorado Revised Statutes, 27-80-129, **amend**
22 **(1)(b)(I) introductory portion, (3), and (4) as follows:**

23 **27-80-129. Regulation of recovery residences - rules -**
24 **definitions.** (1) As used in this section:

25 (b) (I) **"Recovery residence" "sober living facility", or "sober**
26 **home"** means any premises, place, facility, or building that provides
27 **housing accommodation for individuals with a primary diagnosis of a**

1 substance use disorder that:

2 (3) (a) Effective January 1, 2020, A person shall not operate a
3 facility using the term recovery residence "sober living facility", "sober
4 home"; or a substantially similar term FACILITY, and a licensed, registered,
5 or certified health-care provider; A MANAGED CARE ENTITY, AS DEFINED
6 IN SECTION 25.5-5-802 (5); A MANAGED CARE ORGANIZATION, AS DEFINED
7 IN SECTION 25.5-5-403 (5); or a licensed health facility shall not refer an
8 individual in need of recovery support services to a facility RECOVERY
9 RESIDENCE, unless the facility RESIDENCE:

10 (a) (I) Is certified by a certifying body as specified in subsection
11 (4) of this section;

12 (b) (II) Is chartered by Oxford House or its successor
13 organization; OR

14 (c) (III) Has been operating as a recovery residence in Colorado
15 for thirty or more years as of May 23, 2019. or

16 (d) Is a community-based organization that provides reentry
17 services as described in section 17-33-101 (7).

18 (b) IF A PERSON IS OPERATING A RECOVERY RESIDENCE OR A
19 SUBSTANTIALLY SIMILAR FACILITY IN VIOLATION OF SUBSECTION (3)(a) OF
20 THIS SECTION, THE BEHAVIORAL HEALTH ADMINISTRATION SHALL SEND
21 THE FACILITY A CEASE-AND-DESIST LETTER.

22 (4) The behavioral health administration in the department of
23 human services shall, by rule, determine the requirements for a certifying
24 body seeking approval for purposes of subsection (3)(a) (3)(a)(I) of this
25 section, which rules must include a requirement that a certifying body
26 include a representative from the behavioral health administration on its
27 board.

1 **SECTION 7.** In Colorado Revised Statutes, 30-28-115, **add**
2 (2)(b.7) as follows:

3 **30-28-115. Public welfare to be promoted - legislative**
4 **declaration - construction.** (2) (b.7) THE GENERAL ASSEMBLY FINDS
5 AND DECLARES THAT IT IS THE POLICY OF THE STATE TO ENCOURAGE,
6 PROMOTE, AND ASSIST PERSONS WHO ARE IN RECOVERY FROM SUBSTANCE
7 USE DISORDERS TO LIVE IN RESIDENTIAL NEIGHBORHOODS. FURTHER, THE
8 GENERAL ASSEMBLY DECLARES THAT THE USE OF RECOVERY RESIDENCES,
9 AS DEFINED IN SECTION 27-80-129 (1)(b), BY PERSONS IN RECOVERY
10 FROM SUBSTANCE USE DISORDERS IS A MATTER OF STATEWIDE CONCERN
11 AND THAT RECOVERY RESIDENCES ARE A RESIDENTIAL USE OF PROPERTY
12 FOR ZONING PURPOSES AND SUBJECT ONLY TO THE REGULATIONS OF LIKE
13 DWELLINGS IN THE SAME ZONE.

14 **SECTION 8.** In Colorado Revised Statutes, 31-23-303, add
15 (2)(b.7) as follows:

16 **31-23-303. Legislative declaration.** (2) (b.7) THE GENERAL
17 ASSEMBLY FINDS AND DECLARES THAT IT IS THE POLICY OF THE STATE TO
18 ENCOURAGE, PROMOTE, AND ASSIST PERSONS WHO ARE IN RECOVERY
19 FROM SUBSTANCE USE DISORDERS TO LIVE IN RESIDENTIAL
20 NEIGHBORHOODS. FURTHER, THE GENERAL ASSEMBLY DECLARES THAT
21 THE USE OF RECOVERY RESIDENCES, AS DEFINED IN SECTION 27-80-129
22 (1)(b), BY PERSONS IN RECOVERY FROM SUBSTANCE USE DISORDERS IS A
23 MATTER OF STATEWIDE CONCERN AND THAT RECOVERY RESIDENCES ARE
24 A RESIDENTIAL USE OF PROPERTY FOR ZONING PURPOSES AND SUBJECT
25 ONLY TO THE REGULATIONS OF LIKE DWELLINGS IN THE SAME ZONE.

26

27 **SECTION 9.** In Colorado Revised Statutes, **add** 44-3-108 as

1 follows:

2 **44-3-108. Substance use disorders - recovery - retail liquor**
3 **sales - stakeholder group - rules - repeal. (1) NO LATER THAN JULY 1,**
4 **2025, IN ORDER TO ASSIST INDIVIDUALS WHO ARE RECOVERING FROM**
5 **SUBSTANCE USE DISORDERS, THE LIQUOR ENFORCEMENT DIVISION SHALL**
6 **ADOPT RULES RELATED TO THE LOCATION OF ALCOHOL BEVERAGE**
7 **DISPLAYS.**

8 (2) THE LIQUOR ENFORCEMENT DIVISION SHALL CONVENE A
9 STAKEHOLDER GROUP OF THE FOLLOWING MEMBERS TO DEVELOP THE
10 RULES REQUIRED IN SUBSECTION (1) OF THIS SECTION:

11 (a) FOUR INDIVIDUALS REPRESENTING RECOVERY PROVIDERS, OF
12 WHOM TWO INDIVIDUALS MUST REPRESENT A RECOVERY PROVIDER IN A
13 RURAL OR FRONTIER AREA AND TWO INDIVIDUALS MUST REPRESENT A
14 RECOVERY PROVIDER IN A METRO OR URBAN AREA;

15 (b) TWO INDIVIDUALS REPRESENTING A RECOVERY RESIDENCE, AS
16 DEFINED IN SECTION 27-80-129 (1)(b);

17 (c) THREE INDIVIDUALS, EACH REPRESENTING A CONVENIENCE
18 STORE LICENSED UNDER THIS ARTICLE 3 OR ARTICLE 4 OF THIS TITLE 44 TO
19 SELL ALCOHOL BEVERAGES; AND

20 (d) THREE INDIVIDUALS, EACH REPRESENTING A GROCERY STORE
21 LICENSED UNDER THIS ARTICLE 3 OR ARTICLE 4 OF THIS TITLE 44 TO SELL
22 ALCOHOL BEVERAGES.

23 (3) THE LIQUOR ENFORCEMENT DIVISION SHALL PROVIDE NOTICE
24 OF STAKEHOLDER MEETINGS ON ITS WEBSITE AND HOLD STAKEHOLDER
25 MEETINGS OPEN TO THE PUBLIC.

26 (4) THIS SECTION IS REPEALED, EFFECTIVE SEPTEMBER 1, 2026.

27 **SECTION 10. Appropriation. (1) For the 2024-25 state fiscal**

1 year, \$144,321 is appropriated to the department of education. This
2 appropriation is from the general fund. To implement this act, the
3 department may use this appropriation as follows:

4 (a) \$19,010 for use by management and administration for grants
5 administration, which amount is based on an assumption that the division
6 will require an additional 0.2 FTE;

7 (b) \$56,300 for use by management and administration for
8 information technology services; and

9 (c) \$69,011 for use by student pathways for the substance use
10 disorders recovery grant pilot program, which amount is based on an
11 assumption that the division will require an additional 0.2 FTE.

12 (2) For the 2024-25 state fiscal year, \$303,752 is appropriated to
13 the department of higher education. This appropriation is from the general
14 fund. To implement this act, the department may use this appropriation
15 for the college opportunity fund program to be used for limited purpose
16 fee-for-service contracts with state institutions.

17 (3) For the 2024-25 state fiscal year, \$303,752 is appropriated to
18 the department of higher education. This appropriation is from
19 reappropriated funds received from the limited purpose fee-for-service
20 contracts with state institutions under subsection (2) of this section, and
21 is based on an assumption that the department will require an additional
22 1.3 FTE. To implement this act, the department may use this
23 appropriation for the regents of the university of Colorado for allocation
24 to the school of public health.

25 (4) For the 2024-25 state fiscal year, \$37,980 is appropriated to
26 the department of revenue for use by the liquor and tobacco enforcement
27 division. This appropriation is from the liquor enforcement division and

1 state licensing authority cash fund created in 44-6-101, C.R.S. To
2 implement this act, the division may use this appropriation as follows:

3 (a) \$30,798 for personal services, which amount is based on an
4 assumption that the division will require an additional 0.4 FTE; and

5 (b) \$7,182 for operating expenses.

6 **SECTION 11. Act subject to petition - effective date.** This act
7 takes effect at 12:01 a.m. on the day following the expiration of the
8 ninety-day period after final adjournment of the general assembly; except
9 that, if a referendum petition is filed pursuant to section 1 (3) of article V
10 of the state constitution against this act or an item, section, or part of this
11 act within such period, then the act, item, section, or part will not take
12 effect unless approved by the people at the general election to be held in
13 November 2024 and, in such case, will take effect on the date of the
14 official declaration of the vote thereon by the governor.