

# SB24-232: Public Employees' Workplace Protections

*APPROVED by Governor and took effect on June 7, 2024. Effective August 7, 2024.*

## Overview

In 2023, Colorado passed the Protections for Public Workers Act (PROPWA), which granted rights of expressive and concerted activity similar to the National Labor Relations Act to certain state and local public employees.

SB24-232 passed to clarify certain definitions and standards related to public employee rights and the authority of a public employer to limit such rights consistent with PROPWA.

This bill modifies protections for public workers, including clarifying definitions and standards related to public employee rights and the authority of a public employer to limit such rights consistent with PROPWA. These definitions include "employee organization" and "public employees" and describe the definitions related to public employees' right to engage in "protected, concerted activity for the purpose of mutual aid or protection.

The act also modifies the employer's authority to limit the rights of public employees in certain circumstances to the extent necessary to avoid material disruption of a public employee's duties, the employer's operations, or the delivery of public services. In addition, the act specifies that disagreement with the content of an employee's expressive activity or a strike by employees is not material disruption.

## School Impact

The Department of Labor and Employment has provided examples of both protected and unprotected conduct in a recent Interpretive Notice & Formal Opinion (linked below). Reviewing those examples and ensuring that schools follow standards related to expressive and concerted activity.

**[Department of Labor and Employment Interpretive Notice & Formal Opinion on Protected and Unprotected Conduct](#)**

**[Complete Bill Text Here](#)**

*Sponsors: Sen. Robert Rodriguez (D), Sen. Tom Sullivan (D), Rep. Steven Woodrow (D), Rep. Brianna Titone (D)*