

## Significant New Colorado Employment Laws

### **Criminal History Checks for Certain Motor Vehicle Carriers - HB1065 Effective: 5/30/2007**

This bill requires employees who offer services by charter or scenic bus, fire crew transport, luxury limousine, off-road scenic charter, children's activity bus, or taxi cab to be fingerprinted for the purpose of obtaining a criminal history background check. The Colorado Bureau of Investigation will conduct a state and national fingerprint-based criminal history record check for each employee. Current employees must comply with the fingerprinting requirements of this bill within 30 days of the effective date of this law. Individuals who operate a motor vehicle for business purposes in violation of this bill will be guilty of a Class 2 misdemeanor. Each day of operation will be a separate offense.

### **Financial Responsibility in Construction Agreements - SB87 Effective: 7/1/2007**

Any provision in a construction agreement that requires a person to indemnify, insure, or defend another person against liability for damage that arises out of death, bodily injury, or property damages caused by negligence or fault of the contractor/indemnitee or any third party under the control of the contractor/indemnitee is now void and unenforceable.

This bill does not prevent agreements from requiring a person to indemnify and insure against liability to the percentage/degree that the person/indemnitor is at fault. This bill also does not affect contract clauses that require a person/indemnitor to maintain insurance covering his or her own acts or omissions.

### **Sexual Orientation Discrimination SB25 Effective: 8/8/2007**

It will be a discriminatory or unfair employment practice for an employer to refuse to hire, to discharge, to promote or demote, to harass during the course of employment, or to discriminate in matters of compensation against any person based on his or her sexual orientation. Sexual orientation is defined, under this law, to mean a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or an employer's perception thereof. It will also be prohibited for any labor organization to exclude any qualified individual from having full membership rights in the organization because of sexual orientation.

For more information, contact CTSI at 303-861-0507.