

HOUSE COMMITTEE OF REFERENCE REPORT

	April 22, 2025
Chair of Committee	Date

Committee on Health & Human Services.

After consideration on the merits, the Committee recommends the following:

HB25-1328 be amended as follows, and as so amended, be referred to the Committee on Appropriations with favorable recommendation:

- 1 Amend printed bill, page 3, strike lines 19 through 21 and substitute:
2 "(g) The state is encouraged to institute an hourly minimum wage
3 rate of twenty-five dollars per hour by January 1, 2028, for individuals
4 who provide direct care services."
- 5 Page 4, line 10, strike "COSTS," and substitute "COSTS AND MEDICAID
6 RATES,".
- 7 Page 4, line 13, before "BENEFITS." insert "BENEFITS AND WHETHER
8 MEDICAID REIMBURSEMENT CAN CONTRIBUTE TO THE COST OF THESE
9 HEALTH-CARE".
- 10 Page 5, after line 25 insert:
11 "(c) ALLOW REPRESENTATIVES OF THE BOARD TO PARTICIPATE IN
12 THE "KNOW YOUR RIGHTS" TRAININGS;".
- 13 Reletter succeeding paragraphs accordingly.
- 14 Page 5, line 27, strike "AND".
- 15 Page 6, line 2, strike "TRAINING." and substitute "TRAINING; AND
16 (f) PROVIDE A CERTIFICATION OF COMPLETION OF THE "KNOW
17 YOUR RIGHTS" TRAINING TO THE DIRECT CARE WORKER."
- 18 Page 6, strike lines 4 through 11 and substitute:
19 "(a) ON OR BEFORE OCTOBER 1, 2026, OR WITHIN NINETY DAYS
20 AFTER THE DIRECT CARE WORKER WEBSITE AND THE COMMUNICATION
21 PLATFORM ARE ESTABLISHED PURSUANT TO SECTION 25.5-1-208 (2),

- 1 WHICHEVER IS EARLIER, REQUIRE EACH DIRECT CARE WORKER TO PROVIDE
2 DOCUMENTATION OF A COMPLETED "KNOW YOUR RIGHTS" TRAINING
3 ADMINISTERED BY THE DEPARTMENT."
- 4 Page 6, line 13, after "WITH THE" insert "BOARD AND THE".
- 5 Page 6, strike lines 15 through 17 and substitute "SECTION 25.5-1-208
6 (3)(a) TO EACH DIRECT CARE WORKER EMPLOYED BY THE EMPLOYER AND
7 TO EACH NEW DIRECT CARE WORKER AT THE TIME OF HIRE THAT INCLUDES:
8 (I) "KNOW YOUR RIGHTS" TRAINING INFORMATION;
9 (II) THE CONTENTS OF THE DIRECT CARE WORKER WEBSITE AND
10 COMMUNICATION PLATFORM;
11 (III) HOW TO OPT IN TO THE COMMUNICATION PLATFORM AND THE
12 POTENTIAL BENEFITS OF OPTING INTO THE COMMUNICATION PLATFORM;
13 (IV) HOW TO USE THE COMMUNICATION PLATFORM;
14 (V) HOW AND WHAT DIRECT CARE WORKER CONTACT
15 INFORMATION MAY BE SHARED; AND
16 (VI) HOW TO OPT OUT OF THE COMMUNICATION PLATFORM AND
17 COMMUNICATIONS FROM THE COMMUNICATION PLATFORM; AND".
- 18 Page 6, strike line 21 through 26 and substitute "SECTION 25.5-1-208."
- 19 Page 7, line 12, strike "VIOLATION; EXCEPT THAT A" and substitute
20 "VIOLATION. A".
- 21 Page 7, line 14, strike "VIOLATION." and substitute "VIOLATION FOR A
22 WORKER COVERED BY THE VIOLATION."
- 23 Page 7, line 16, strike "SECTION VIOLATION BY AN EMPLOYER." and
24 substitute "PRIOR VIOLATION OF THE SAME OR SIMILAR TYPE WITHIN FIVE
25 YEARS. THE DIVISION SHALL TRANSMIT THE MONEY COLLECTED FROM
26 FINES IMPOSED PURSUANT TO THIS SUBSECTION (2) TO THE STATE
27 TREASURER, WHO SHALL CREDIT THE MONEY TO THE WAGE THEFT
28 ENFORCEMENT FUND CREATED IN SECTION 8-4-113 (3)."
- 29 Page 8, line 17, strike "THE" and substitute "ON OR BEFORE JULY 1, 2026,
30 THE".
- 31 Page 8, line 18, strike "TO" and substitute "AND".
- 32 Page 10, line 14, strike "AND".
- 33 Page 10, line 17, after "OLDER;" insert "AND

- 1 (C) OTHER BENEFITS THE DEPARTMENT DEEMS APPLICABLE."
- 2 Page 11, line 1, strike "INDUSTRY ORGANIZATIONS," and substitute
3 "ORGANIZATIONS REPRESENTING DIRECT CARE EMPLOYERS,".
- 4 Page 11, line 3, strike "CONTACT INFORMATION" and substitute "FULL
5 NAME, TELEPHONE NUMBER, AND EMAIL ADDRESS".
- 6 Page 11, line 4, strike "ENROLLED IN" and substitute "WHO HAS OPTED
7 INTO".
- 8 Page 11, line 9, strike "INDUSTRY ORGANIZATIONS," and substitute
9 "ORGANIZATIONS REPRESENTING DIRECT CARE EMPLOYERS,".
- 10 Page 11, lines 11 and 12, strike "PERSONALLY IDENTIFYING
11 INFORMATION." and substitute "PERSONAL IDENTIFYING INFORMATION,
12 INCLUDING PART 1 OF ARTICLE 74 OF TITLE 24 AND PART 13 OF ARTICLE 1
13 OF TITLE 6."
- 14 Page 11, line 18, after the period add "AN ORGANIZATION OR INDIVIDUAL
15 WHO RECEIVES DIRECT CARE WORKER CONTACT INFORMATION SHALL NOT
16 SHARE, SELL, OR OTHERWISE DISTRIBUTE THE INFORMATION EXCEPT FOR
17 THE PURPOSES IN SUBSECTION (5)(a) OF THIS SECTION."
- 18 Page 11, strike lines 19 through 27.
- 19 Page 12, strike lines 1 through 18.
- 20 Page 13, strike lines 2 through 4.
- 21 Reletter succeeding paragraph accordingly.

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