



**COLORADO**  
**Executive Director's Office**  
Department of Personnel & Administration

1525 Sherman St.  
Denver, CO 80203

## EMERGENCY RULEMAKING JUSTIFICATION

March 25, 2021

These emergency changes to 1 CCR 104-3, Rule 21 Procedural Rules for Workers' Compensation Hearings, are created to comport with Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d to 2000d 7 and 28 C.R.R, Part 42, Subpart C (Title VI) concerning limited English proficient (LEP) Individuals, and to comport with contemporary practices in light of the State's COVID-19 response. They become effective on March 25, 2021.

The Executive Director is exercising her rulemaking authority as granted under §24-4-103, C.R.S. et seq., §24-30-1001, C.R.S. et seq., as well as §24-50.3-104(3)(a) and (3)(g), C.R.S., to track changes to the Workers' Compensation Act (§8-40-101 et seq., C.R.S.).

These emergency rules shall go into effect March 25, 2021, the permanent rulemaking hearing regarding these rules will be held on May 4, 2021, and if adopted by May 11, 2021, placed into permanent rules and become effective as of July 1, 2021.

Pursuant to the Administrative Procedures Act C.R.S. §24-4-103(6) an emergency rule can only be in effect for a maximum of 120 days.

A handwritten signature in blue ink that reads "Kara Veitch".

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Kara Veitch,  
Executive Director  
Department of Personnel & Administration