

**REGULATORY ANALYSIS
FOR
Proposed Amendments to the Colorado Social Media and the Workplace Law Rules
7 C.C.R. 1103-5**

- 1. Description of classes of persons who will be affected by the rules, including classes that will bear the costs of the rules and classes that will benefit from the rules.**

The proposed amendments to the Social Media and the Workplace Law Rules apply to Colorado employers, employees, and agency procedures under C.R.S. § 8-2-127.

- 2. Description of the probable quantitative and qualitative impact of the adopted rules, economic or otherwise, upon the classes of affected persons.**

The proposed amendments to the Social Media and the Workplace Law Rules are not anticipated to have an effect on Colorado employers or employees beyond the obligations that are already required by C.R.S. § 8-2-127.

- 3. Probable costs to the agency and other agencies of the implementation and enforcement of the adopted rules and any anticipated effect on state revenues.**

No impact on costs or revenues is anticipated as a result of the rule changes; the rule clarifies the hearing procedures under C.R.S. § 8-2-127, and changes the Division's name pursuant to House Bill 16-1323.

- 4. Comparison of the probable costs and benefits of the adopted rules to the probable costs and benefits of inaction.**

The Director finds that adoption of the amendments to the rules is necessary to further implement C.R.S. § 8-2-127.

- 5. Determination of whether there are less costly or less intrusive methods for achieving the purpose of the rules.**

There are no known less costly or less intrusive means for achieving the purpose of the rules.

- 6. Description of any alternative methods for achieving the purpose of the proposed rules that were seriously considered by the agency, and the reasons they were rejected in favor of the adopted rules.**

The rule clarifies the hearing procedures under C.R.S. § 8-2-127 and changes the Division's name pursuant to House Bill 16-1323. No alternative methods were seriously considered.