

**STATEMENT OF JUSTIFICATION AND REASONS FOR ADOPTION OF
TEMPORARY RULES
FOR
COLORADO CHANCE TO COMPETE ACT RULES
7 C.C.R. 1103-9**

C.R.S. § 8-2-130(5)(e) requires the Department of Labor and Employment to adopt rules and regulations regarding procedures for handling complaints against employers for potential violations of the Colorado Chance to Compete Act. As of September 1, 2019, employers with 11 or more employees are subject to its provisions.

The Division was unable to promulgate permanent rules with an effective date of September 1, 2019 given the date the Act was signed into law (May 28, 2019), and the requirement that Notice of Rulemaking Hearing would have had to be filed by May 31, 2019. Temporary adoption is necessary both to comply with law and preserve public welfare as described in House Bill 19-1025.

For these reasons and in accordance with the State Administrative Procedure Act C.R.S. § 24-4-103(6)(a), the Director of the Division of Labor Standards and Statistics finds that temporary adoption of the Colorado Chance to Compete Act Rules is imperatively necessary to comply with state law and to promote public interests.