



May 15, 2023

The National Federation of Independent Business is an 80-year-old, Not for Profit membership organization with approximately 300,000 dues paying members nationally and dedicated to making it possible for every individual to own, operate and grow their business free from over regulation by government. Our membership is comprised of small and independent businesses engaged in every industry imaginable and who have an average of 5-9 employees.

Too often the media, government regulators, and politicians are happy to trash employers and exaggerate the woes of workers. This unbalanced focus has emboldened progressive lawmakers and worker advocates to push for more extreme workplace policies to the detriment of small business. They act as if small business owners haven't been through enough over the last three years. Small businesses in Colorado continue to deal with a crisis of financial hardships, all after a pandemic and state-mandated restrictions and lockdowns. Inflation, labor shortages, supply chain disruptions, and high fuel prices are dragging down Main Streets across Colorado and the country. Unfortunately, the negative impact of these one-size-fits-all, extreme workplace policies increase the chances of an employer being charged with a workplace complaint and unfortunately small businesses are the most targeted. As we already know, compared to larger corporate employers, small employers are less likely to have the cash reserves or profit margins to plan for and absorb the aggressive increase in labor costs.

For the previous reasons stated above NFIB CO respectfully request you veto the following bills:

Sb 23-058 Concerning required disclosures of age-related information on job applications. It is already a common practice to not request a date of birth or other age identifying information on an initial job application. Once the job offer is made this information is made available along with pertinent criminal background checks.

Sb 23-105, Concerning the implementation of measures to ensure equal pay for equal work. The Colorado legislature has passed multiple versions of equal pay for equal work requirements. The last major policy was passed in 2019. Some of that legislation has just recently resulted in employers located outside of Colorado returning to the Colorado job market for out of state workers. Colorado cannot afford to disrupt the markets for those looking to work.

Sb 23-172, Concerning protections for Colorado workers against discriminatory employment practices. This piece of legislation duplicates current law in many instances. However, the bill goes further to redefine the definition of harassment and to order the Colorado Civil Rights Division to include on any intake or intake form of a complaint the option to choose harassment as a condition of the complaint.

NFIB Colorado requests the Governor not sign legislation that is going to bring harm to employers and those looking for work. At the present time forty-six percent of small business owners are still attempting to find qualified employees according to recent NFIB national data.

Respectfully submitted,

AF Tony Gagliardi, State Director
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