

## **Ballot Title Setting Board**

### **Proposed Initiative 2007-2008 #96<sup>1</sup>**

The title as designated and fixed by the Board is as follows:

An amendment to the Colorado Revised Statutes concerning annual cost of living increases in employees' wages or salaries, and, in connection therewith, requiring employers to provide annual wage or salary increases to their employees to adjust for increases in the cost of living; restricting such requirement to employers who regularly employ ten or more persons; requiring that such increases shall be measured by the same consumer price index used for Colorado by the state department of labor and employment to make changes to the state minimum wage; specifying that the cost-of-living increase shall not apply for employees who receive annual wage or salary increases equal to or greater than the cost-of-living increases mandated by the measure; prohibiting employers from reducing wages or salaries due to a decrease in cost of living; enabling aggrieved employees to file complaints related to the cost-of-living increase with the state department of labor and employment and authorizing the director of that department to conduct investigations of such complaints and, if warranted, take action to enforce the payment of the cost-of-living increase; and enabling employees who did not receive the required cost-of-living increase to recover the amount of the adjustment owed, along with reasonable attorney fees, in a civil action.

The ballot title and submission clause as designated and fixed by the Board is as follows:

Shall there be an amendment to the Colorado Revised Statutes concerning annual cost of living increases in employees' wages or salaries, and, in connection therewith, requiring employers to provide annual wage or salary increases to their employees to adjust for increases in the cost of living; restricting such requirement to employers who regularly employ ten or more persons; requiring that such increases shall be measured by the same consumer price index used for Colorado by the state department of labor and employment to make changes to the state minimum wage; specifying that the cost-of-living increase shall not apply for employees who receive annual wage or salary increases equal to or greater than the cost-of-living increases mandated by the measure; prohibiting employers from reducing wages or salaries due to a decrease in cost of living; enabling aggrieved employees to file complaints related to the cost-of-living increase with the state department of labor and employment and authorizing the director of that department to conduct investigations of such complaints and, if warranted, take action to enforce the payment of the cost-of-living increase; and enabling employees who did not receive the required cost-of-living increase to recover the amount of the adjustment owed, along with reasonable attorney fees, in a civil action?

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<sup>1</sup> Unofficially captioned "**Cost-of-Living Wage Increase**" by legislative staff for tracking purposes. Such caption is not part of the titles set by the Board.

*Hearing May 7, 2008:  
Single subject approved; staff draft amended; titles set.  
Hearing adjourned 11:57 a.m.*

*Hearing May 21, 2008:  
Motion for Rehearing denied.  
Hearing adjourned 12:12 p.m.*