Second Regular Session Seventy-fourth General Assembly STATE OF COLORADO

REVISED

This Version Includes All Amendments Adopted on Second Reading in the Second House

LLS NO. 24-0800.01 Brita Darling x2241

HOUSE BILL 24-1132

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A BILL FOR AN ACT

101 CONCERNING COMPREHENSIVE SUPPORT FOR ORGAN DONATION BY
102 LIVING ORGAN DONORS.

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at http://leg.colorado.gov.)

Section 1 of the bill creates the "CARE for Living Organ Donors Act" (act) to include benefits and recognition for living organ donors. The act includes:

- A list of provisions in current law, as well as in the bill, that may benefit a living organ donor;
- Certification of living organ donors by the department of

SENATE nd Reading Unamended May 6, 2024

HOUSE d Reading Unamended May 3, 2024

HOUSE Amended 2nd Reading May 2, 2024

Shading denotes HOUSE amendment. <u>Double underlining denotes SENATE amendment.</u>

Capital letters or bold & italic numbers indicate new material to be added to existing law.

Dashes through the words or numbers indicate deletions from existing law.

- public health and environment to allow living organ donors to verify their status as living organ donors, which may be required for a benefit or recognition;
- Authorization for a health-care provider to make a qualified payment to a certified living organ donor or an individual who will become a certified living organ donor for expenses associated with a living organ donation; and
- Before performing an organ donation recovery operation on a living organ donor donating an organ without an intended recipient, a requirement that a transplant center participate in a national-level organ voucher program or have its own internal organ voucher program that satisfies specified requirements.

Section 3 prohibits an employer from intimidating, threatening, coercing, discriminating, or retaliating against or taking an adverse action against an employee who is or becomes a living organ donor.

Section 5 designates April 11 each year as "Living Organ Donor Recognition Day".

Sections 6 and 7 create:

- The organ donation qualified payment tax credit, which allows a health-care provider that makes a qualified payment to a certified living organ donor for certain expenses related to organ donation to claim a refundable credit equal to the total amount of the qualified payment; and
- The living organ donor tax credit, which allows a certified living organ donor to claim a refundable credit equal to the total amount of qualified expenses the donor incurred in connection with an organ donation, up to \$40,000.

Sections 8 and 9 create a distinctive special license plate for living organ donors featuring the statement "Living Organ Donor".

Sections 2 and 4 of the bill make technical amendments to or relocate current law.

Be it enacted by the General Assembly of the State of Colorado:

SECTION 1. In Colorado Revised Statutes, add with amended
and relocated provisions article 59 to title 25 as follows:

ARTICLE 59
Living Organ Donation

25-59-101. Short title. THE SHORT TITLE OF THIS ARTICLE 59 IS

-2- 1132

| 1 | THE "COMPREHENSIVE ASSISTANCE, RECOGNITION, AND EMPOWERMENT |
|----|---|
| 2 | (CARE) FOR LIVING ORGAN DONORS ACT" OR "CARE FOR LIVING |
| 3 | ORGAN DONORS ACT". |
| 4 | 25-59-102. Legislative declaration. (1) The General Assembly |
| 5 | FINDS AND DECLARES THAT: |
| 6 | (a) THE EXTRAORDINARY GIFT OF LIVING ORGAN DONATION HAS |
| 7 | A TRANSFORMATIVE IMPACT ON A RECIPIENT'S LIFE, OFTEN PROVIDING A |
| 8 | REPRIEVE FROM EXHAUSTIVE MEDICAL TREATMENTS AND SIGNIFICANTLY |
| 9 | IMPROVING THE QUALITY AND LENGTH OF LIFE OF THE RECIPIENT; |
| 10 | (b) Despite the commendable rise in Living organ |
| 11 | DONATIONS, A CRITICAL SHORTAGE REMAINS, WITH COUNTLESS |
| 12 | INDIVIDUALS ON TRANSPLANT WAITING LISTS. THIS SITUATION CAN BE |
| 13 | AMELIORATED BY FACILITATING THE DONATION PROCESS AND PROVIDING |
| 14 | ROBUST SUPPORT TO DONORS. |
| 15 | (c) LIVING ORGAN DONORS WILLINGLY ACCEPT THE PERSONAL AND |
| 16 | MEDICAL BURDENS ASSOCIATED WITH THE ORGAN DONATION PROCESS, |
| 17 | INCLUDING UNDERGOING COMPREHENSIVE AND INVASIVE MEDICAL |
| 18 | EVALUATIONS, FACING THE INHERENT RISKS OF SURGERIES, AND ENDURING |
| 19 | THE PHYSICAL AND EMOTIONAL CHALLENGES OF POSTOPERATIVE |
| 20 | RECOVERY; |
| 21 | (d) Living organ donors may be required to make |
| 22 | SUBSTANTIAL FINANCIAL SACRIFICES, INCLUDING SUFFERING A LOSS OF |
| 23 | INCOME DURING RECOVERY, INCURRING EXPENSES FOR TRAVEL, |
| 24 | ACCOMMODATIONS, AND CHILD CARE OR ELDER CARE DURING |
| 25 | HOSPITALIZATION OR RECOVERY, AND FACING THE POTENTIAL FOR |
| 26 | LONG-TERM FINANCIAL IMPLICATIONS RELATED TO MEDICAL CARE; |
| 27 | (e) NOTWITHSTANDING THE WILLINGNESS OF DONORS TO |

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| 1 | CONTRIBUTE TO THE PUBLIC GOOD, THE POTENTIAL FOR EMPLOYMENT |
|----|--|
| 2 | DISCRIMINATION AND RETALIATION POST-DONATION, INCLUDING JOB |
| 3 | INSECURITY, DEMOTIONS, OR UNWARRANTED DISCIPLINARY ACTIONS, CAN |
| 4 | BE A SIGNIFICANT DETERRENT TO PROSPECTIVE LIVING ORGAN DONORS; |
| 5 | (f) THERE ARE SIGNIFICANT SOCIETAL BENEFITS TO FACILITATING |
| 6 | LIVING ORGAN DONATION, WHICH NOT ONLY SAVES LIVES, BUT ALSO |
| 7 | REDUCES THE OVERALL HEALTH-CARE COSTS ASSOCIATED WITH |
| 8 | LONG-TERM TREATMENTS FOR END-STAGE ORGAN DISEASE, SUCH AS |
| 9 | DIALYSIS FOR KIDNEY FAILURE, THAT ARE OFTEN MORE COSTLY AND LESS |
| 10 | EFFECTIVE THAN TRANSPLANTATION; |
| 11 | (g) It is within the power and responsibility of the general |
| 12 | ASSEMBLY TO ENACT MEASURES THAT ALLEVIATE THE BURDENS BORNE BY |
| 13 | LIVING ORGAN DONORS AND TO ENSURE THAT THEY ARE NOT PENALIZED |
| 14 | OR PLACED AT A DISADVANTAGE FOR THEIR ALTRUISTIC ACTS; |
| 15 | (h) By supporting Living organ donors, Colorado not only |
| 16 | INVESTS IN THE HEALTH AND WELL-BEING OF ITS CITIZENS, BUT ALSO |
| 17 | FOSTERS A CULTURE OF GENEROSITY AND CIVIC RESPONSIBILITY, |
| 18 | PROMOTING THE WELFARE OF THE COMMUNITY AT LARGE; AND |
| 19 | (i) Colorado's commitment to providing comprehensive |
| 20 | SUPPORT, INCLUDING EMPLOYMENT PROTECTIONS AND THE REMOVAL OF |
| 21 | FINANCIAL BARRIERS, IN ADDITION TO OTHER EFFORTS THAT RECOGNIZE |
| 22 | A LIVING ORGAN DONOR'S PERSONAL AND FINANCIAL SACRIFICE, |
| 23 | EMPOWERS MORE COLORADANS TO CONSIDER THE NOBLE ACT OF LIVING |
| 24 | ORGAN DONATION. |
| 25 | (2) THE GENERAL ASSEMBLY FURTHER FINDS AND DECLARES THAT |
| 26 | THE ENACTMENT OF THE "CARE FOR LIVING ORGAN DONORS ACT" WILL |
| 27 | ADDRESS THE CRITICAL NEEDS OF LIVING ORGAN DONORS PROVIDE |

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| 1 | NECESSARY PROTECTIONS FOR LIVING ORGAN DONORS, REMOVE BARRIERS |
|----|---|
| 2 | TO LIVING ORGAN DONATION, AND HONOR THOSE INDIVIDUALS WHO |
| 3 | UNDERTAKE THIS GENEROUS ACT OF LIVING ORGAN DONATION THAT |
| 4 | ULTIMATELY BENEFITS SOCIETY BY INCREASING THE AVAILABILITY OF |
| 5 | ORGANS FOR TRANSPLANTATION AND AFFIRMING COLORADO'S |
| 6 | COMMITMENT TO THE HEALTH AND DIGNITY OF ITS RESIDENTS. |
| 7 | 25-59-103. Definitions. As used in this article 59 , unless the |
| 8 | CONTEXT OTHERWISE REQUIRES: |
| 9 | |
| 10 | (1) "DEPARTMENT" MEANS THE DEPARTMENT OF PUBLIC HEALTH |
| 11 | AND ENVIRONMENT. |
| 12 | (2) "HEALTH-CARE PROVIDER" MEANS A HOSPITAL OR OTHER |
| 13 | HEALTH FACILITY LICENSED OR CERTIFIED PURSUANT TO SECTION |
| 14 | 25-1.5-103 (1)(a). |
| 15 | (3) "HEALTH-CARE SERVICES RELATED TO LIVING ORGAN |
| 16 | DONATION" MEANS AN ORGAN DONATION RECOVERY OPERATION AND ALL |
| 17 | SERVICES REQUIRED BEFORE AND AFTER THE OPERATION. |
| 18 | (4) "LIVING ORGAN DONATION" MEANS THE DONATION OF AN |
| 19 | ORGAN BY A LIVING ORGAN DONOR. |
| 20 | (5) "LIVING ORGAN DONOR" MEANS A LIVING INDIVIDUAL WHO |
| 21 | HAS DONATED ALL OR PART OF AN ORGAN. |
| 22 | (6) "Major surgery" means a: |
| 23 | (a) SURGICAL INTERVENTION THAT PENETRATES OR EXPOSES A |
| 24 | BODY CAVITY; |
| 25 | (b) PROCEDURE THAT HAS THE POTENTIAL FOR INDUCING |
| 26 | PERMANENT ANATOMIC OR PHYSIOLOGIC IMPAIRMENT; OR |
| 27 | (c) Procedure associated with orthopedics or extensive |

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| 1 | TISSUE DISSECTION OR TRANSECTION. |
|----|---|
| 2 | |
| 3 | (7) "Nondirected living organ donor" means a living |
| 4 | ORGAN DONOR WHO DOES NOT HAVE AN INTENDED RECIPIENT OF THE |
| 5 | DONATED ORGAN AT THE TIME OF THE DONATION. |
| 6 | (8) "Organ" means all or part of a kidney, a lung, the |
| 7 | LIVER, THE PANCREAS, THE INTESTINE, OR ANY OTHER ORGAN THAT |
| 8 | REQUIRES MAJOR SURGERY TO BE DONATED AND THAT, WHEN DONATED, |
| 9 | MAY LEAD TO A LIFE-SAVING ORGAN DONATION, AS DETERMINED BY THE |
| 10 | DEPARTMENT. |
| 11 | (9) "Organ donation recovery operation" means a |
| 12 | PROCEDURE TO RECOVER AN ORGAN FROM A LIVING ORGAN DONOR. |
| 13 | (10) "Organ voucher program" means a program, as |
| 14 | DEFINED BY EACH ORGANIZATION OFFERING A PROGRAM, THAT ALLOWS |
| 15 | A NONDIRECTED LIVING ORGAN DONOR TO DESIGNATE INDIVIDUALS TO BE |
| 16 | VOUCHER HOLDERS WHO WILL BE PRIORITIZED FOR A VIABLE ORGAN |
| 17 | TRANSPLANT FROM ANOTHER NONDIRECTED LIVING ORGAN DONOR IF THE |
| 18 | VOUCHER HOLDER IS PLACED ON A TRANSPLANT WAITING LIST AND |
| 19 | ANOTHER VOUCHER HOLDER HAS NOT ALREADY REDEEMED A VOUCHER. |
| 20 | |
| 21 | (11) "TRANSPLANT CENTER" MEANS A HEALTH-CARE PROVIDER |
| 22 | THAT PERFORMS ORGAN DONATION RECOVERY OPERATIONS OR |
| 23 | TRANSPLANTATION OF ORGANS RECOVERED FROM A LIVING ORGAN |
| 24 | DONOR. |
| 25 | 25-59-104. Organ donation - benefits and recognition - |
| 26 | legislative declaration. (1) LIVING ORGAN DONORS MAY BENEFIT FROM |
| 27 | THE FOLLOWING: |

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| 1 | (a) PURSUANT TO SECTION 8-2-132, A PROHIBITION AGAINST AN |
|----|--|
| 2 | EMPLOYER INTIMIDATING, THREATENING, COERCING, DISCRIMINATING, OR |
| 3 | RETALIATING AGAINST OR TAKING AN ADVERSE ACTION AGAINST AN |
| 4 | EMPLOYEE WHO IS OR BECOMES A LIVING ORGAN DONOR; |
| 5 | (b) Pursuant to Section 10-1-142, a prohibition against an |
| 6 | INSURER DENYING OR LIMITING COVERAGE OR INCREASING PREMIUMS FOR |
| 7 | A POLICY OR CONTRACT FOR LIFE INSURANCE, DISABILITY INCOME |
| 8 | INSURANCE, HEALTH INSURANCE, OR LONG-TERM CARE INSURANCE DUE |
| 9 | TO THE STATUS OF THE PERSON AS A LIVING ORGAN DONOR; |
| 10 | (c) Pursuant to Section 10-16-104 (24), mandatory |
| 11 | COVERAGE UNDER INDIVIDUAL AND GROUP HEALTH BENEFIT PLANS FOR |
| 12 | HEALTH-CARE SERVICES RELATED TO LIVING ORGAN DONATION; |
| 13 | (d) Pursuant to Section 24-11-117, the establishment of |
| 14 | THE ELEVENTH DAY OF APRIL EACH YEAR AS "LIVING ORGAN DONOR |
| 15 | RECOGNITION DAY"; |
| 16 | |
| 17 | (e) Pursuant to Section 25-59-106, a prohibition against a |
| 18 | HEALTH-CARE PROVIDER BILLING OR CHARGING A LIVING ORGAN DONOR |
| 19 | FOR ANY COSTS ASSOCIATED WITH PROVIDING HEALTH-CARE SERVICES |
| 20 | RELATED TO LIVING ORGAN DONATION; AND |
| 21 | (f) Pursuant to Section 25-59-107, a requirement that a |
| 22 | TRANSPLANT CENTER ADVISE A POTENTIAL NONDIRECTED LIVING ORGAN |
| 23 | DONOR, PRIOR TO PERFORMING AN ORGAN DONATION RECOVERY |
| 24 | OPERATION, THAT AN ORGAN VOUCHER PROGRAM, AS DEFINED BY EACH |
| 25 | ORGANIZATION OFFERING A PROGRAM, MAY BE AVAILABLE FOR THE |
| 26 | SPECIFIC ORGAN. |
| 27 | |

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| 1 | (2) THE GENERAL ASSEMBLY FINDS AND DECLARES THAT NONE OF |
|----|--|
| 2 | THE BENEFITS DESCRIBED IN SUBSECTION (1) OF THIS SECTION ARE |
| 3 | VALUABLE CONSIDERATION, AS DEFINED IN 42 U.S.C. SEC. 274e, AS |
| 4 | AMENDED. |
| 5 | |
| 6 | 25-59-106. [Formerly 25-1.5-116 (1)] Costs associated with |
| 7 | living organ donation. On and after January 1, 2022, a hospital or other |
| 8 | health facility licensed or certified pursuant to section 25-1.5-103 (1) |
| 9 | HEALTH-CARE PROVIDER shall not bill or charge a living organ donor for |
| 10 | any costs associated with providing the health-care services related to |
| 11 | living organ donation. |
| 12 | 25-59-107. Organ transplantation - transplant center - |
| 13 | required notice to nondirected living organ donors. (1) PRIOR TO |
| 14 | CONDUCTING AN ORGAN DONATION RECOVERY OPERATION ON A |
| 15 | NONDIRECTED LIVING ORGAN DONOR, A TRANSPLANT CENTER SHALL |
| 16 | ADVISE THE POTENTIAL DONOR OF THE FOLLOWING INFORMATION: |
| 17 | (a) That the transplant center or another transplant |
| 18 | CENTER IN COLORADO HAS OR MAY HAVE AN ORGAN VOUCHER PROGRAM; |
| 19 | AND |
| 20 | (b) THAT A NATIONAL-LEVEL ORGAN VOUCHER PROGRAM EXISTS |
| 21 | OR MAY EXIST FOR THE ORGAN BEING DONATED. |
| 22 | |
| 23 | (2) A TRANSPLANT CENTER SHALL ALSO PROVIDE TO ALL ORGAN |
| 24 | DONORS AND ORGAN RECIPIENTS INFORMATION ABOUT BENEFITS THAT |
| 25 | MAY BE AVAILABLE TO ORGAN DONORS AND ORGAN RECIPIENTS AT EACH |
| 26 | TRANSPLANT CENTER IN COLORADO, INCLUDING THROUGH PARTNERING |
| | |

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| 1 | INCLUDE, AT A MINIMUM, INFORMATION ABOUT AVAILABLE RESOURCES, |
|----|---|
| 2 | SUPPORTIVE CARE AND SERVICES, LEGAL OR OTHER PROTECTIONS, AND |
| 3 | REIMBURSEMENT FOR LOST WAGES, TRAVEL, LODGING, OR DEPENDENT |
| 4 | CARE. TRANSPLANT CENTERS SHALL UPDATE THE INFORMATION PROVIDED |
| 5 | AT LEAST ANNUALLY. |
| 6 | (3) AT LEAST TWO TIMES PRIOR TO AN ORGAN DONATION, THE |
| 7 | FIRST OF WHICH MUST BE WITHIN TWENTY-FOUR HOURS AFTER A |
| 8 | POTENTIAL ORGAN DONOR'S INITIAL SCREENING, A TRANSPLANT CENTER |
| 9 | SHALL PROVIDE TO THE POTENTIAL ORGAN DONOR THE INFORMATION |
| 10 | REQUIRED PURSUANT TO SUBSECTIONS (1) AND (2) OF THIS SECTION. |
| 11 | SECTION 2. Repeal of relocated and nonrelocated provisions |
| 12 | in this act. In Colorado Revised Statutes, repeal 25-1.5-116; except that |
| 13 | 25-1.5-116 (2) is not relocated. |
| 14 | SECTION 3. In Colorado Revised Statutes, add 8-2-132 as |
| 15 | follows: |
| 16 | 8-2-132. Prohibition on employers - living organ donation - |
| 17 | retaliation - adverse action - civil action - penalty for violation - |
| 18 | definitions. (1) As used in this section, unless the context |
| 19 | OTHERWISE REQUIRES: |
| 20 | (a) "ADVERSE ACTION" MEANS: |
| 21 | $(I)\ Demotion; reassignment to a lower-ranked position or$ |
| 22 | TO A POSITION WITH A LOWER LEVEL OF COMPENSATION; DECREASE IN |
| 23 | COMPENSATION LEVEL; DENIAL OF PROMOTION; REDUCTION IN WORKING |
| 24 | CONDITIONS OR PERKS, PRIVILEGES, LOCATION, OR STATUS; OR |
| 25 | TERMINATION OF EMPLOYMENT; OR |
| 26 | (II) ANY OTHER DECISION FOR EMPLOYMENT PURPOSES THAT |
| 27 | ADVERSELY AFFECTS AN EMPLOYEE THAT DOES NOT APPLY TO OTHER |

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| 1 | SIMILARLY SITUATED EMPLOYEES OR IS APPLIED DIFFERENTLY TO AN |
|----|--|
| 2 | EMPLOYEE WHO IS A LIVING ORGAN DONOR. |
| 3 | (b) "Employee" means every person who may be permitted, |
| 4 | REQUIRED, OR DIRECTED BY ANY EMPLOYER IN CONSIDERATION OF DIRECT |
| 5 | OR INDIRECT GAIN OR PROFIT TO ENGAGE IN ANY EMPLOYMENT. |
| 6 | (c) "EMPLOYER" MEANS AN INDIVIDUAL OR ENTITY THAT: |
| 7 | (I) TRANSACTS BUSINESS IN COLORADO; |
| 8 | (II) AT ANY TIME, EMPLOYS ANOTHER PERSON TO PERFORM |
| 9 | SERVICES OF ANY NATURE; AND |
| 10 | (III) HAS CONTROL OF THE PAYMENT OF WAGES OR OTHER |
| 11 | COMPENSATION FOR SUCH SERVICES OR IS THE OFFICER, AGENT, OR |
| 12 | EMPLOYEE OF THE PERSON HAVING CONTROL OF THE PAYMENT OF WAGES |
| 13 | OR OTHER COMPENSATION FOR SUCH SERVICES. |
| 14 | (d) "LIVING ORGAN DONOR" HAS THE MEANING SET FORTH IN |
| 15 | SECTION 25-59-103 (5). |
| 16 | (e) "ORGAN DONATION RECOVERY OPERATION" HAS THE MEANING |
| 17 | SET FORTH IN SECTION 25-59-103 (9). |
| 18 | (f) "PROHIBITED PERIOD" MEANS: |
| 19 | (I) The thirty-day period before an employee's organ |
| 20 | DONATION RECOVERY OPERATION, WITH RESPECT TO EMPLOYEE ACTIONS |
| 21 | NECESSARY FOR A SUCCESSFUL ORGAN DONATION RECOVERY OPERATION, |
| 22 | AS DETERMINED BY A HEALTH-CARE PROVIDER PERFORMING OR |
| 23 | FACILITATING THE ORGAN DONATION RECOVERY OPERATION; AND |
| 24 | (II) THE NINETY-DAY PERIOD AFTER AN EMPLOYEE HAS AN ORGAN |
| 25 | DONATION RECOVERY OPERATION. |
| 26 | (2) AN EMPLOYER SHALL NOT INTIMIDATE, THREATEN, COERCE, OR |
| 27 | IN ANY MANNER DISCRIMINATE OR RETALIATE AGAINST OR TAKE ANY |

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| 1 | ADVERSE ACTION AGAINST AN EMPLOYEE WHO IS OR BECOMES A LIVING |
|----|---|
| 2 | ORGAN DONOR. |
| 3 | (3) Nothing in this section requires an employer to allow |
| 4 | A LIVING ORGAN DONOR TO TAKE ANY UNPAID LEAVE THAT THE LIVING |
| 5 | ORGAN DONOR HAS NOT ALREADY ACCRUED UNDER THE EMPLOYER'S |
| 6 | EXISTING POLICIES APPLICABLE TO SIMILARLY SITUATED EMPLOYEES OR |
| 7 | THAT IS NOT REQUIRED UNDER ANY OTHER APPLICABLE LAW. |
| 8 | (4) THERE IS A REBUTTABLE PRESUMPTION THAT AN EMPLOYER |
| 9 | HAS ENGAGED IN AN ACTION DESCRIBED IN SUBSECTION (2) OF THIS |
| 10 | SECTION IF THE ACTION IS TAKEN AGAINST AN EMPLOYEE DURING THE |
| 11 | PROHIBITED PERIOD. THE EMPLOYER MUST OVERCOME THE PRESUMPTION |
| 12 | BY CLEAR AND CONVINCING EVIDENCE THAT THE PROHIBITED ACT WAS |
| 13 | TAKEN FOR A LAWFUL REASON. |
| 14 | (5) (a) AN EMPLOYEE WHO ALLEGES A VIOLATION OF THIS SECTION |
| 15 | MAY FILE A CIVIL ACTION IN A COURT OF COMPETENT JURISDICTION |
| 16 | AGAINST THE EMPLOYER ALLEGED TO HAVE VIOLATED THIS SECTION TO |
| 17 | SEEK LEGAL AND EQUITABLE RELIEF AS APPROPRIATE TO REMEDY THE |
| 18 | VIOLATION, INCLUDING: |
| 19 | (I) BACK PAY; |
| 20 | (II) REINSTATEMENT OF EMPLOYMENT OR, IF REINSTATEMENT IS |
| 21 | NOT FEASIBLE, FRONT PAY; |
| 22 | (III) THE PAYMENT OF WAGES UNLAWFULLY WITHHELD, |
| 23 | INCLUDING INTEREST ON THOSE WAGES; |
| 24 | (IV) MONETARY PENALTIES; |
| 25 | (V) FINES; |
| 26 | (VI) INJUNCTIVE RELIEF; AND |
| 27 | (VII) ANY OTHER APPROPRIATE REMEDY. |

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| 1 | (b) If the EMPLOYEE PREVAILS IN A CIVIL ACTION BROUGHT |
|----|--|
| 2 | PURSUANT TO THIS SECTION, THE COURT SHALL AWARD THE EMPLOYEE |
| 3 | REASONABLE ATTORNEY FEES AND COSTS. |
| 4 | (c) NOTHING IN THIS SECTION PRECLUDES AN EMPLOYEE FROM |
| 5 | ASSERTING ANY OTHER AVAILABLE STATUTORY OR COMMON-LAW CLAIMS. |
| 6 | SECTION 4. In Colorado Revised Statutes, 10-16-104, amend |
| 7 | (24)(a)(II) and (24)(b) as follows: |
| 8 | 10-16-104. Mandatory coverage provisions - definitions - rules |
| 9 | - applicability. (24) Living organ donation. (a) (II) The health benefit |
| 10 | plan shall not impose any deductibles, copayments, coinsurance, benefit |
| 11 | maximums, waiting periods, or other limitations on coverage for the |
| 12 | HEALTH-CARE SERVICES RELATED TO living organ donation. |
| 13 | (b) As used in this subsection (24): |
| 14 | (I) "Health-care services" "Health-care services related to |
| 15 | LIVING ORGAN DONATION" means a procedure to harvest an organ of a |
| 16 | living organ donor AN ORGAN DONATION RECOVERY OPERATION and all |
| 17 | services required before and after the procedure OPERATION. |
| 18 | (II) "Living organ donor" means a living person INDIVIDUAL who |
| 19 | has donated all or part of an organ. |
| 20 | (III) "ORGAN DONATION RECOVERY OPERATION" MEANS A |
| 21 | PROCEDURE TO RECOVER AN ORGAN FROM A LIVING ORGAN DONOR. |
| 22 | SECTION 5. In Colorado Revised Statutes, add 24-11-117 as |
| 23 | follows: |
| 24 | 24-11-117. Living Organ Donor Recognition Day. THE |
| 25 | ELEVENTH DAY OF APRIL EACH YEAR IS KNOWN AS "LIVING ORGAN |
| 26 | DONOR RECOGNITION DAY". APPROPRIATE OBSERVANCE MAY BE HELD |
| 27 | BY THE PUBLIC AND IN ALL PUBLIC SCHOOLS OF THE STATE. |

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| 2 | SECTION 6. Safety clause. The general assembly finds |
|---|---|
| 3 | determines, and declares that this act is necessary for the immediate |
| 4 | preservation of the public peace, health, or safety or for appropriations |
| 5 | for the support and maintenance of the departments of the state and state |
| 6 | institutions. |

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