

1 **BY AUTHORITY**

2 ORDINANCE NO. _____
3 SERIES OF 2021

COUNCIL BILL NO. CB21-xxxx

COMMITTEE OF REFERENCE:

4 Safety, Housing, Education & Homelessness

5 **A BILL**

6 **For an ordinance amending the Revised Municipal Code of the City and County**
7 **of Denver to update terminology from “illegal alien” to “worker without**
8 **authorization” in accordance with state law.**

9 **BE IT ENACTED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:**

10 **Section 1.** Section 20-90, D.R.M.C., is amended by deleting the language stricken and
11 adding the language underlined to read as follows:

12 **Sec. 20-90. – Purpose.**

13 Pursuant to ~~HB 06-1343~~ In accordance with HB 21-1075, codified at § 8-17.5-101, et seq.,
14 C.R.S., as amended, the State of Colorado prohibited political subdivisions of the state from entering
15 into or renewing any public contract for services with a contractor who knowingly employs or
16 subcontracts with ~~an illegal alien~~ a worker without authorization to perform work under the contract.
17 Among other things, ~~HB 06-1343~~ HB 21-1075 requires contractors to confirm the employment
18 eligibility of all employees who are newly hired to perform work under the public contract for services
19 through the federal E-verify program. The purpose of this division 5 is to clarify and confirm the
20 applicability of the requirements of ~~HB 06-1343~~ HB 21-1075 to certain contracts entered into by the
21 City and County of Denver. This division is also intended to provide supplemental local procedures
22 for enforcing the requirements of ~~HB 06-1343~~ in regard to HB 21-1075 regarding city contractors.

23 **Section 2.** Section 20-90.2, D.R.M.C., is amended by deleting the language stricken and
24 adding the language underlined to read as follows:

25 **Sec. 20-90.2. – Verification and certification of employment eligibility under city contracts.**

26 (a) Prior to executing a contract, each prospective contractor shall certify that, at the
27 time of the certification, it does not knowingly employ or contract with ~~an illegal alien~~ a worker
28 without authorization who will perform work under the contract and that the contractor will
29 participate in the e-verify program in order to confirm the employment eligibility of all employees
30 who are newly hired for employment to perform work under the contract.

31 (b) Each contract shall include a provision that the contractor shall not:

1 (1) Knowingly employ or contract with ~~an illegal alien~~ a worker without authorization to
2 perform work under the contract; or

3 (2) Enter into a contract with a subcontractor that fails to certify to the contractor that
4 the subcontractor shall not knowingly employ or contract with ~~an illegal alien~~ a worker without
5 authorization to perform work under the contract.

6 (c) Each contract shall also include the following provisions:

7 (1) A provision stating that the contractor has confirmed the employment eligibility of all
8 employees who are newly hired for employment to perform work under the contract through
9 participation in the e-verify program;

10 (2) A provision that prohibits the contractor from using the e-verify program procedures
11 to undertake pre-employment screening of job applicants while the contract is being performed
12 and that otherwise requires the contractor to comply with any and all federal requirements related
13 to use of the e-verify program including, by way of example, all program requirements related to
14 employee notification and preservation of employee rights;

15 (3) A provision that, if the contractor obtains actual knowledge that a subcontractor
16 performing work under the contract knowingly employs or contracts with ~~an illegal alien~~ a worker
17 without authorization, the contractor shall be required to:

18 a. Notify the subcontractor and the city within three (3) days that the contractor has
19 actual knowledge that the subcontractor is employing or contracting with ~~an illegal alien~~ a worker
20 without authorization; and

21 b. Terminate the subcontract with the subcontractor if within three (3) days of receiving
22 the notice required pursuant to sub-subparagraph a. of this subparagraph (3) the subcontractor
23 does not stop employing or contracting with the ~~illegal alien~~ worker without authorization; except
24 that the contractor shall not terminate the contract with the subcontractor if during such three (3)
25 days the subcontractor provides information to establish that the subcontractor has not knowingly
26 employed or contracted with ~~an illegal alien~~ a worker without authorization.

27 (4) A provision that requires the contractor to comply with any reasonable request by
28 the CDLE or the auditor made in the course of an investigation that the CDLE is undertaking
29 pursuant to the authority established in section 8-17.5-102, C.R.S., as amended, or that the
30 auditor is undertaking pursuant to section 20-90.3.

31 (d) If a contractor violates a provision of the contract required pursuant to subsections
32 (b) or (c) of this section, the city may terminate the contract for a breach of the contract. If the
33 contract is so terminated, the contractor shall be liable for actual and consequential damages to

1 the city. Any such termination of a contract due to a violation of this section may also, at the
2 discretion of any city department or agency responsible for soliciting contract bids and proposals,
3 constitute grounds for disqualifying the violator from submitting bids or proposals for future
4 contracts with the city.

5 **Section 3.** Section 20-90.5 (c), D.R.M.C., is amended by deleting the language stricken and
6 adding the language underlined to read as follows:

7 **Sec. 20-90.5. – Compliance with federal law.**

8 (c) A contractor that establishes that it has complied in good faith with the employment
9 verification requirements set forth in federal law and the e-verify requirements set forth in this
10 division shall, in any action to enforce the requirements of this division 5, have an affirmative
11 defense that the employer did not knowingly employ ~~an illegal alien~~ a worker without authorization.
12

13 COMMITTEE APPROVAL DATE: _____

14 MAYOR-COUNCIL DATE: _____

15 PASSED BY THE COUNCIL: _____

16 _____ - PRESIDENT

17 APPROVED: _____ - MAYOR _____

18 ATTEST: _____ - CLERK AND RECORDER,
19 EX-OFFICIO CLERK OF THE
20 CITY AND COUNTY OF DENVER

21 NOTICE PUBLISHED IN THE DAILY JOURNAL: _____; _____

22 PREPARED BY: Troy C. Bratton, Assistant City Attorney DATE: _____

23 Pursuant to section 13-12, D.R.M.C., this proposed ordinance has been reviewed by the office of the
24 City Attorney. We find no irregularity as to form and have no legal objection to the proposed
25 ordinance. The proposed ordinance is not submitted to the City Council for approval pursuant to §
26 3.2.6 of the Charter.

27
28 Kristin M. Bronson, Denver City Attorney

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30 BY: _____, Assistant City Attorney DATE: _____

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