

# HB 1210 • Colorado

## Prohibit Surveillance Price & Wage Setting

Unknown

Risk: High

Comprehensive

Last Action (May 29, 2026): Signed by the Speaker of the House

## Summary

CO HB 1210: Prohibit Surveillance Price & Wage Setting, classifies violations as deceptive trade practices, allows civil actions by the attorney general, district attorney, or individuals. The definition of 'worker' excludes federal and state employees and employees of public entities.

## Business Impact

If you use AI for pricing or wage setting in Colorado, you must ensure compliance with data accuracy procedures or face civil penalties.

## Key Provisions

- Prohibits discrimination in price and wage setting using surveillance data, excluding federal and state employees and employees of public entities.
- Prohibits the use of automated decision systems for individualized price or wage setting when surveillance data is a substantial factor.
- Specifies activities not prohibited as individualized price or wage setting based on surveillance data.
- Requires development of procedures for data accuracy and worker access, including the use of statistical modeling, data analytics, artificial intelligence, or other data processing techniques.
- Allows workers to request and receive information about data collected by the PWSA and to correct or challenge its accuracy.
- Allows civil actions for violations by the attorney general, a district attorney, or affected individuals, including on behalf of a group of similarly situated persons.
- Defines 'automated decision system' and 'surveillance data'.
- Classifies violations as deceptive trade practices under the 'Colorado Consumer Protection Act'.

## Compliance Checklist

- Develop procedures to ensure data accuracy for PWSA. | Who: Entities using automated decision systems for pricing or wage setting. | Penalty: Civil penalties for non-compliance.
- Allow workers to request and correct their data used in PWSA. | Who: Employers and businesses utilizing PWSA. | Penalty: Civil actions may be brought against violators.

## Industries Affected

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Employment
Finance
Law Enforcement
Technology
Consumer Protection

## Topics

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AI in Employment
Automated Decision-Making
Comprehensive AI
AI Privacy
AI Liability
Algorithmic Pricing
Facial Recognition
AI in Law Enforcement

## Bill Sponsors

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## Official Source

<https://leg.colorado.gov/bills/HB26-1210>

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