

**First Regular Session  
Seventy-fifth General Assembly  
STATE OF COLORADO**

**INTRODUCED**

LLS NO. 25-0499.03 Kristen Forrestal x4217

**HOUSE BILL 25-1328**

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**HOUSE SPONSORSHIP**

**Duran and Sirota,**

**SENATE SPONSORSHIP**

**Danielson and Bridges,**

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**House Committees**  
Health & Human Services

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**A BILL FOR AN ACT**

101     **CONCERNING THE IMPLEMENTATION OF THE RECOMMENDATIONS**  
102     **MADE BY THE DIRECT CARE WORKFORCE STABILIZATION BOARD.**

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**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>.)*

The bill implements recommendations made by the direct care workforce stabilization board (board) by:

- Requiring the board to investigate health-care benefits for the direct care workforce;
- Requiring the department of labor and employment (department) to collaborate with the board and other

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
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.

entities to establish a comprehensive "know your rights" training for direct care workers;

- Requiring the department to ensure that the "know your rights" training is available to direct care workers, to allow worker organizations to participate in the training free of charge, and to report direct care worker training completion information to the board; and
- Requiring direct care employers to conduct and document direct care worker training attendance, distribute a notice of rights to direct care workers, and inform all employees about the direct care worker website and communication platform established by the department of health care policy and financing.

The bill also requires the director of the division of labor standards and statistics (director) in the department to provide compliance assistance to direct care employers and investigate possible violations by the employers. The director is also required to enforce compliance with the requirements in the bill.

To implement the board's recommendations, the bill also requires the department of health care policy and financing to:

- Establish a website and communication platform for direct care workers;
- In coordination with the board, develop a direct care worker-specific notice of rights for direct care employers;
- Collaborate with direct care employers to inform direct care workers about the website and communication platform;
- Allow specified entities access to the contact information of each direct care worker enrolled in the communication platform; and
- Convene and administer an interested party advisory group pursuant to federal requirements.

The bill also establishes the direct care worker minimum wage at \$17 per hour beginning July 1, 2025, and encourages the state to set the minimum wage for direct care workers at \$25 per hour by January 1, 2028.

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

2 **SECTION 1. Legislative declaration.** (1) The general assembly

3 finds and declares that:

4 (a) Colorado's long-term care system is in crisis;

1           (b) Colorado's population of adults aged 65 and older is projected  
2 to grow by 36% by 2030, reaching 1.2 million people. Meanwhile, the  
3 state relies on just 59,000 direct care workers to meet this growing  
4 demand, which is far too few to ensure everyone who needs care can  
5 access it.

6           (c) Over 80% of Colorado's direct care workforce are women, and  
7 44% are women of color;

8           (d) Not all direct care workers are paid a livable wage, many do  
9 not have basic benefits like personal time off and health insurance, and  
10 some experience wage theft and workplace discrimination, leading to a  
11 high turnover rate;

12           (e) In 2023, the general assembly established the direct care  
13 workforce stabilization board, bringing direct care workers, individuals  
14 receiving care, and direct care industry representatives to study the  
15 systemic issues driving high turnover and direct care worker shortages;

16           (f) By 2028, the federal Centers for Medicare and Medicaid  
17 Services will require states to report the percentage of Medicaid payments  
18 made for direct care worker compensation; and

19           (g) The federal Centers for Medicare and Medicaid Services  
20 provides states with 90% of federal funding to implement the direct care  
21 worker communication platforms.

22           (2) Therefore, the intent of the general assembly is to implement  
23 the direct care workforce stabilization board's recommendations to  
24 stabilize the state's direct care workforce and to ensure Coloradans have  
25 access to the high-quality, comprehensive, in-home care they need. The  
26 recommendations include compliance with federal laws and regulations  
27 concerning payment of direct care workers and the acceptance of federal

1 money to support a communication platform.

2 **SECTION 2.** In Colorado Revised Statutes, 8-7.5-104, **add** (3.5)  
3 as follows:

4 **8-7.5-104. Duties of the board - recommendations for**  
5 **minimum direct care employment standards - analysis of market**  
6 **conditions - public outreach - report.** (3.5) THE BOARD SHALL  
7 INVESTIGATE HEALTH-CARE BENEFITS FOR THE DIRECT CARE WORKFORCE,  
8 INCLUDING THE OVERALL COSTS WITHIN THE INDUSTRY IN COMPARISON TO  
9 OTHER SIMILAR INDUSTRIES, THE IMPLICATIONS OF A FAMILY CAREGIVER  
10 MODEL FOR DIRECT CARE WORKERS ON HEALTH INSURANCE COSTS,  
11 INNOVATIVE SOLUTIONS FOR IMPROVING QUALITY OF CARE, AND  
12 REDUCING THE COST OF CARE AND HOW TO FUND THE HEALTH-CARE  
13 BENEFITS.

14 **SECTION 3.** In Colorado Revised Statutes, **add** 8-7.5-108 and  
15 8-7.5-109 as follows:

16 **8-7.5-108. Direct care employers - direct care worker rights**  
17 **training - direct care worker communication platform - direct care**  
18 **worker website.** (1) BY JANUARY 1, 2026, THE DEPARTMENT SHALL  
19 COLLABORATE WITH THE BOARD AND ANY OTHER ENTITIES DEEMED  
20 RELEVANT BY THE DEPARTMENT TO ESTABLISH A COMPREHENSIVE "KNOW  
21 YOUR RIGHTS" TRAINING FOR DIRECT CARE WORKERS THAT INCLUDES  
22 INFORMATION CONCERNING:

23 (a) THE DIRECT CARE WORKER BASE WAGE;

24 (b) WAGES AND HOURS FOR OVERTIME WORK;

25 (c) THE "HEALTHY FAMILIES AND WORKPLACES ACT", PART 4 OF  
26 ARTICLE 13.3 OF THIS TITLE 8;

27 (d) THE "FAMILY CARE ACT", PART 2 OF TITLE 13.3 OF THIS TITLE

1       8;

2               (e) THE FEDERAL "PATIENT PROTECTION AND AFFORDABLE CARE  
3 ACT", PUB.L. 111-148, AS IT RELATES TO WORKER RIGHTS;

4               (f) TRAVEL TIME RULES, AS THE RULES RELATE TO THE  
5 EMPLOYMENT OF DIRECT CARE WORKERS;

6               (g) CIVIL RIGHTS PROTECTED BY COLORADO LAW THAT ARE  
7 RELEVANT TO THE EMPLOYMENT OF DIRECT CARE WORKERS;

8               (h) WHERE A DIRECT CARE WORKER CAN LEARN MORE ABOUT THE  
9 TOPICS COVERED IN THE TRAINING;

10              (i) WHERE AND HOW TO FILE A COMPLAINT, INCLUDING RIGHTS  
11 SECURED UNDER THE "PROTECTING OPPORTUNITIES AND WORKERS'  
12 RIGHTS ACT", SENATE BILL 23-172, ENACTED IN 2023; AND

13              (j) THE CONTENTS OF THE WEBSITE ESTABLISHED IN SECTION  
14 25.5-1-208, HOW TO USE THE COMMUNICATION PLATFORM ESTABLISHED  
15 IN SECTION 25.5-1-208, THE BENEFITS TO THE DIRECT CARE WORKER OF  
16 PARTICIPATION IN THE COMMUNICATION PLATFORM, HOW DIRECT CARE  
17 WORKER CONTACT INFORMATION WILL BE USED, AND HOW TO OPT IN TO  
18 AND OPT OUT OF THE COMMUNICATION PLATFORM.

19              (2) THE DEPARTMENT SHALL:

20              (a) ENSURE THAT THE COMPREHENSIVE "KNOW YOUR RIGHTS"  
21 TRAINING REQUIRED TO BE ESTABLISHED BY SUBSECTION (1) OF THIS  
22 SECTION IS AVAILABLE TO DIRECT CARE WORKERS AND DIRECT CARE  
23 EMPLOYERS;

24              (b) ALLOW WORKER ORGANIZATIONS TO PARTICIPATE IN THE  
25 "KNOW YOUR RIGHTS" TRAINING;

26              (c) NOT CHARGE A FEE TO DIRECT CARE EMPLOYERS OR DIRECT  
27 CARE WORKERS FOR THE "KNOW YOUR RIGHTS" TRAINING; AND

1 (d) REPORT PERIODICALLY TO THE BOARD CONCERNING DIRECT  
2 CARE WORKER COMPLETION OF THE "KNOW YOUR RIGHTS" TRAINING.

3 (3) A DIRECT CARE EMPLOYER SHALL:

4 (a) REQUIRE EACH DIRECT CARE WORKER TO PROVIDE  
5 DOCUMENTATION OF A COMPLETED "KNOW YOUR RIGHTS" TRAINING OR TO  
6 ATTEND THE "KNOW YOUR RIGHTS" TRAINING ADMINISTERED BY THE  
7 DEPARTMENT THAT IS IN PLACE PRIOR TO JANUARY 1, 2026, AND THE  
8 "KNOW YOUR RIGHTS" TRAINING ESTABLISHED PURSUANT TO SUBSECTION  
9 (1) OF THIS SECTION DURING THE DIRECT CARE WORKER'S REGULAR PAID  
10 WORK HOURS AND AT NO CHARGE TO THE DIRECT CARE WORKER OR TO A  
11 DIRECT CARE CONSUMER;

12 (b) DISTRIBUTE A DIRECT CARE WORKER-SPECIFIC NOTICE OF  
13 RIGHTS DEVELOPED BY THE DEPARTMENT IN COORDINATION WITH THE  
14 DEPARTMENT OF HEALTH CARE POLICY AND FINANCING PURSUANT TO  
15 SECTION 25.5-1-208 (3)(a) TO EACH DIRECT CARE WORKER AT THE TIME OF  
16 HIRE THAT INCLUDES INFORMATION ON THE "KNOW YOUR RIGHTS"  
17 TRAINING;

18 (c) INFORM ALL EMPLOYEES ABOUT THE DIRECT CARE WORKER  
19 WEBSITE AND COMMUNICATION PLATFORM ESTABLISHED BY THE  
20 DEPARTMENT OF HEALTH CARE POLICY AND FINANCING PURSUANT TO  
21 SECTION 25.5-1-208; AND

22 (d) INFORM EACH DIRECT CARE WORKER OF THE CONTENTS OF THE  
23 WEBSITE AND COMMUNICATION PLATFORM, HOW TO USE THE PLATFORM,  
24 HOW TO OPT IN TO THE PLATFORM, HOW CONTACT INFORMATION MAY BE  
25 SHARED, AND HOW TO OPT OUT OF THE ENROLLMENT IN AND  
26 COMMUNICATIONS FROM THE PLATFORM.

27 **8-7.5-109. Compliance assistance - violations - enforcement.**

1 (1) THE DIRECTOR OF THE DIVISION OF LABOR STANDARDS AND  
2 STATISTICS SHALL PROVIDE COMPLIANCE ASSISTANCE TO DIRECT CARE  
3 EMPLOYERS AS WARRANTED AND SHALL INVESTIGATE LEADS CONCERNING  
4 POSSIBLE VIOLATIONS OF THE TRAINING AND NOTICE REQUIREMENTS SET  
5 FORTH IN THIS ARTICLE 7.5 AND OTHER ALLEGED LABOR VIOLATIONS  
6 AGAINST DIRECT CARE WORKERS THAT, IN THE DIRECTOR'S GOOD FAITH  
7 DISCRETION AND JUDGMENT, WARRANT INVESTIGATION.

8 (2) THE DIRECTOR OF THE DIVISION OF LABOR STANDARDS AND  
9 STATISTICS SHALL ENFORCE COMPLIANCE AND SHALL IMPOSE A FINE ON A  
10 DIRECT CARE EMPLOYER THAT VIOLATES THIS ARTICLE 7.5 OF ONE  
11 HUNDRED DOLLARS FOR EACH DIRECT CARE WORKER AFFECTED BY EACH  
12 VIOLATION; EXCEPT THAT A DIRECT CARE EMPLOYER THAT  
13 DEMONSTRATES A GOOD FAITH EFFORT TO COMPLY WITH THIS ARTICLE 7.5  
14 IS NOT SUBJECT TO A FINE FOR THE EMPLOYER'S FIRST VIOLATION. THE  
15 DIRECTOR SHALL DOUBLE THE AMOUNT OF THE FINE FOR EACH VIOLATION  
16 AFTER A SECTION VIOLATION BY AN EMPLOYER.

17 **SECTION 4.** In Colorado Revised Statutes, **add** 25.5-1-208 and  
18 25.5-1-209 as follows:

19 **25.5-1-208. Direct care worker website and communication**  
20 **platform - enrollment of direct care workers - training, worker**  
21 **rights, employment matching - department of labor and employment**  
22 **access - gifts, grants, or donations - definitions.** (1) AS USED IN THIS  
23 SECTION AND SECTION 25.5-1-209, UNLESS THE CONTEXT OTHERWISE  
24 REQUIRES:

25 (a) "BOARD" MEANS THE DIRECT CARE WORKFORCE STABILIZATION  
26 BOARD CREATED IN SECTION 8-7.5-103.

27 (b) "DIRECT CARE CONSUMER" HAS THE MEANING SET FORTH IN

1 SECTION 8-7.5-102.

2 (c) "DIRECT CARE EMPLOYER" HAS THE MEANING SET FORTH IN  
3 SECTION 8-7.5-102.

4 (d) "DIRECT CARE SERVICES" HAS THE MEANING SET FORTH IN  
5 SECTION 8-7.5-102.

6 (e) "DIRECT CARE WORKER" HAS THE MEANING SET FORTH IN  
7 SECTION 8-7.5-102.

8 (f) "MEDICAL ASSISTANCE PROGRAM" MEANS THE "COLORADO  
9 MEDICAL ASSISTANCE ACT", ARTICLES 4 TO 6 OF THIS TITLE 25.5.

10 (g) "PLATFORM" OR "COMMUNICATION PLATFORM" MEANS THE  
11 DIRECT CARE WORKER COMMUNICATION PLATFORM CREATED IN THIS  
12 SECTION.

13 (h) "WEBSITE" MEANS THE DIRECT CARE WORKER WEBSITE  
14 CREATED IN THIS SECTION.

15 (i) "WORKER ORGANIZATION" HAS THE MEANING SET FORTH IN  
16 SECTION 8-7.5-102.

17 (2) THE STATE DEPARTMENT SHALL COLLABORATE WITH THE  
18 BOARD TO ESTABLISH A DIRECT CARE WORKER WEBSITE AND  
19 COMMUNICATION PLATFORM FOR DIRECT CARE WORKERS. THE STATE  
20 DEPARTMENT SHALL ENSURE THAT THE PLATFORM:

21 (a) SUPPORTS DIRECT CARE CONSUMERS IN IDENTIFYING AND  
22 EMPLOYING QUALIFIED DIRECT CARE WORKERS;

23 (b) FACILITATES RECRUITMENT AND RETENTION OF DIRECT CARE  
24 WORKERS PAID THROUGH REIMBURSEMENT BY THE MEDICAL ASSISTANCE  
25 PROGRAM;

26 (c) ENSURES ACCESS TO CARE FOR ALL MEMBERS;

27 (d) SUPPORTS THE STATE DEPARTMENT IN MONITORING ACCESS TO



1 AND QUALITY OF CARE FOR DIRECT CARE CONSUMERS WHO RECEIVE  
2 DIRECT CARE SERVICES;

3 (e) PROVIDES A REGULAR CADENCE OF COMMUNICATION BY THE  
4 STATE DEPARTMENT, TO BE DETERMINED IN CONSULTATION WITH THE  
5 BOARD, TO WORKERS WHO HAVE OPTED IN TO THE COMMUNICATION  
6 PLATFORM, INCLUDING UPDATES FROM THE BOARD, RELEVANT STATE  
7 DEPARTMENT INITIATIVES, AND POTENTIAL CHANGES TO WORKER RIGHTS  
8 AND BENEFITS;

9 (f) MAINTAINS AN ELECTRONIC EMPLOYMENT MATCHING SYSTEM  
10 TO HELP DIRECT CARE CONSUMERS IDENTIFY DIRECT CARE WORKERS WITH  
11 THE RIGHT AVAILABILITY AND SKILL SET, EXPERIENCE WITH DEMENTIA,  
12 LANGUAGE PROFICIENCY, AND SPECIFIC CERTIFICATIONS; AND

13 (g) PROVIDES EACH DIRECT CARE WORKER WITH THE OPPORTUNITY  
14 TO OPT IN TO AND OPT OUT OF THE COMMUNICATION PLATFORM.

15 (3) THE STATE DEPARTMENT SHALL:

16 (a) IN COORDINATION WITH THE BOARD, DEVELOP A DIRECT CARE  
17 WORKER-SPECIFIC NOTICE OF RIGHTS FOR DIRECT CARE EMPLOYERS TO  
18 DISTRIBUTE TO THEIR EMPLOYEES PURSUANT TO SECTION 8-7.5-108 (3)(b);  
19 AND

20 (b) COLLABORATE WITH DIRECT CARE EMPLOYERS TO INFORM  
21 DIRECT CARE WORKERS OF THE BENEFITS OF THE PLATFORM.

22 (4) (a) THE WEBSITE MUST INCLUDE:

23 (I) TRAINING ON DIRECT CARE WORKER BASIC JOB DUTIES, HEALTH  
24 AND SAFETY IN THE WORKPLACE, AND HOW TO PROVIDE CULTURALLY  
25 COMPETENT CARE;

26 (II) INFORMATION REGARDING DIRECT CARE WORKER RIGHTS,  
27 INCLUDING INCREASES TO THE DIRECT CARE WORKER BASE WAGE; THE

1 "HEALTHY FAMILIES AND WORKPLACES ACT", PART 4 OF ARTICLE 13.3 OF  
2 TITLE 8; NEW LABOR LAWS, RULES, REGULATIONS, AND PRACTICES; OR  
3 OTHER LAWS, RULES, REGULATIONS, AND PROCESSES DESIGNED TO  
4 STABILIZE THE DIRECT CARE WORKFORCE;

5 (III) A CALENDAR OF THE TRAINING EVENTS THAT ARE PROVIDED  
6 BY THE STATE DEPARTMENT AND ARE FREE OF CHARGE TO DIRECT CARE  
7 WORKERS CONCERNING THE RIGHTS OF DIRECT CARE WORKERS AND THE  
8 INFORMATION THAT CAN BE LEARNED IN EACH TRAINING;

9 (IV) THE ABILITY FOR COMMUNICATION PLATFORM USERS TO OPT  
10 IN TO AND OPT OUT OF PLATFORM COMMUNICATIONS;

11 (V) COMMUNICATION ON HOW DIRECT CARE WORKERS CAN  
12 ACCESS MEDICAL ASSISTANCE PROGRAM BENEFITS, INCLUDING:

13 (A) MEDICAL ASSISTANCE PROGRAM BUY-IN FOR WORKING  
14 ADULTS WITH DISABILITIES; AND

15 (B) MEDICAL ASSISTANCE FOR A FAMILY MEMBER IN THE DIRECT  
16 CARE WORKER'S HOUSEHOLD WITH A DISABILITY OR WHO IS SIXTY-FIVE  
17 YEARS OF AGE OR OLDER;

18 (VI) ACCESS TO THE STATE DEPARTMENT'S CORE CURRICULUM  
19 TRAINING; AND

20 (VII) A LINK TO THE STATE DEPARTMENT'S DIRECT CARE WORKER  
21 SURVEY.

22 (b) THE STATE DEPARTMENT SHALL REVIEW AND APPROVE ALL  
23 WEBSITE AND COMMUNICATION PLATFORM CONTENT FOR ACCURACY  
24 BEFORE IT IS POSTED PUBLICLY.

25 (5)(a) WITHIN THREE MONTHS AFTER THE ESTABLISHMENT OF THE  
26 COMMUNICATION PLATFORM AND EVERY THREE MONTHS THEREAFTER,  
27 THE STATE DEPARTMENT SHALL ALLOW THE DEPARTMENT OF LABOR AND

1 EMPLOYMENT, WORKER ORGANIZATIONS, INDUSTRY ORGANIZATIONS, AND  
2 ORGANIZATIONS REPRESENTING DIRECT CARE CONSUMERS TO HAVE  
3 ACCESS TO THE CONTACT INFORMATION FOR EACH DIRECT CARE WORKER  
4 ENROLLED IN THE COMMUNICATION PLATFORM TO INFORM THE WORKER  
5 OF THEIR RIGHTS, TO SUPPORT THE WORKER IN ENGAGING WITH THE  
6 BOARD, AND TO ACCOMPLISH THE COMMUNICATION PLATFORM'S DIRECT  
7 CARE CONSUMER-MATCHING FUNCTIONS.

8 (b) IN FULFILLING THE OBLIGATIONS OF THIS SECTION, THE STATE  
9 DEPARTMENT, WORKER ORGANIZATIONS, INDUSTRY ORGANIZATIONS, AND  
10 ORGANIZATIONS REPRESENTING DIRECT CARE CONSUMERS MUST COMPLY  
11 WITH APPLICABLE LAWS AND RULES PROTECTING PERSONALLY  
12 IDENTIFYING INFORMATION. WORKER ORGANIZATIONS AND  
13 ORGANIZATIONS REPRESENTING DIRECT CARE CONSUMERS SHALL NOT  
14 HAVE ACCESS TO THE NAME OR PRIVATE DATA OF ANY DIRECT CARE  
15 CONSUMER OR DIRECT CARE CONSUMER'S REPRESENTATIVE OR INDICATE  
16 THAT AN INDIVIDUAL DIRECT CARE WORKER IS A DIRECT CARE  
17 CONSUMER'S RELATIVE OR HAS THE SAME ADDRESS AS A DIRECT CARE  
18 CONSUMER.

19 **25.5-1-209. Duties of the state department - recommendations**  
20 **for minimum direct care employment standards - analysis of market**  
21 **conditions - public outreach - advisory group - report.** (1) THE  
22 DEFINITIONS IN SECTION 25.5-1-208 APPLY TO THIS SECTION.

23 (2) (a) PURSUANT TO THE FEDERAL CENTERS FOR MEDICARE AND  
24 MEDICAID REQUIREMENTS, THE STATE DEPARTMENT SHALL CONVENE AN  
25 INTERESTED PARTIES ADVISORY GROUP AT LEAST EVERY TWO YEARS AND  
26 AS OFTEN AS THE STATE DEPARTMENT DEEMS NECESSARY. THE ADVISORY  
27 GROUP MUST INCLUDE HEALTH-CARE PROVIDERS, REPRESENTATIVES OF

1 THE STATE DEPARTMENT AND THE DEPARTMENT OF LABOR AND  
2 EMPLOYMENT, REPRESENTATIVES OF WORKER ORGANIZATIONS, AND  
3 REPRESENTATIVES OF INDUSTRY ORGANIZATIONS. THE ADVISORY GROUP  
4 SHALL MAKE RECOMMENDATIONS TO THE BOARD CONCERNING ADEQUATE  
5 WAGES AND OTHER WORKFORCE SUPPORT FOR DIRECT CARE WORKERS.

6 (b) THE DEPARTMENT SHALL ADMINISTER THE ADVISORY GROUP  
7 IN ACCORDANCE WITH 42 CFR 447.203 (b)(6).

8 (c) NOTWITHSTANDING SECTION 24-1-136 (11)(a)(I), ON OR  
9 BEFORE JANUARY 1, 2027, AND ANNUALLY THEREAFTER, THE STATE  
10 DEPARTMENT SHALL REPORT TO THE BOARD AND THE JOINT BUDGET  
11 COMMITTEE OF THE GENERAL ASSEMBLY:

12 (I) THE PERCENTAGE OF HOME- AND COMMUNITY-BASED SERVICES  
13 PAYMENTS THAT DIRECT CARE WORKERS RECEIVED IN COMPENSATION,  
14 INCLUDING SALARIES, WAGES, BENEFITS, AND PAYROLL TAXES, IN THE  
15 PREVIOUS STATE FISCAL YEAR; AND

16 (II) THE PERCENTAGE OF HOME- AND COMMUNITY-BASED  
17 SERVICES PAYMENTS THAT DIRECT CARE EMPLOYERS RECEIVED IN THE  
18 PREVIOUS STATE FISCAL YEAR.

19 **SECTION 5.** In Colorado Revised Statutes, 25.5-6-1603, **amend**  
20 (2) as follows:

21 **25.5-6-1603. Minimum wage - wage pass-through requirement**  
22 **for certain home care agencies - applicability - reports - recovery.**

23 (2) (a) On and after ~~July 1, 2020~~ JULY 1, 2025, the hourly minimum wage  
24 RATE for ~~persons~~ INDIVIDUALS who provide DIRECT CARE SERVICES,  
25 INCLUDING personal care services, homemaker services, or in-home  
26 support services for which a home care agency may receive  
27 reimbursement pursuant to the "Colorado Medical Assistance Act", is

1 ~~twelve dollars and forty-one cents~~ SEVENTEEN DOLLARS per hour.

2 (b) THE STATE IS ENCOURAGED TO INSTITUTE AN HOURLY  
3 MINIMUM WAGE RATE OF TWENTY-FIVE DOLLARS PER HOUR BY JANUARY  
4 1, 2028, FOR INDIVIDUALS WHO PROVIDE DIRECT CARE SERVICES.

5 (c) THE STATE DEPARTMENT SHALL ENFORCE THE MINIMUM DIRECT  
6 CARE WORKER BASE WAGE THAT IS REQUIRED BY THIS SUBSECTION (2).

7 **SECTION 6. Act subject to petition - effective date.** This act  
8 takes effect at 12:01 a.m. on the day following the expiration of the  
9 ninety-day period after final adjournment of the general assembly; except  
10 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
11 of the state constitution against this act or an item, section, or part of this  
12 act within such period, then the act, item, section, or part will not take  
13 effect unless approved by the people at the general election to be held in  
14 November 2026 and, in such case, will take effect on the date of the  
15 official declaration of the vote thereon by the governor.