



## Fiscal Note

### Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

## HB 25-1130: LABOR REQUIREMENTS FOR GOV. CONSTRUCTION PROJECTS

**Prime Sponsors:**

Rep. Carter; Duran  
Sen. Danielson; Kolker

**Fiscal Analyst:**

Matt Bishop, 303-866-4796  
matt.bishop@coleg.gov

**Bill Outcome:** Signed into Law

**Drafting number:** LLS 25-0492

**Version:** Final Fiscal Note

**Date:** August 6, 2025

**Fiscal note status:** The final fiscal note reflects the enacted bill.

### Summary Information

**Overview.** The bill authorizes state agencies to incorporate a project labor agreement requirement for certain public construction projects.

**Types of impacts.** The bill is projected to affect the following areas on an ongoing basis:

- Minimal State Workload

**Appropriations.** No appropriation is required.

**Table 1**  
**State Fiscal Impacts**

Type of Impact	Budget Year FY 2025-26	Out Year FY 2026-27
State Revenue	\$0	\$0
State Expenditures	\$0	\$0
Transferred Funds	\$0	\$0
Change in TABOR Refunds	\$0	\$0
Change in State FTE	0.0 FTE	0.0 FTE

## Summary of Legislation

---

Under current law, certain public projects and energy sector public works projects must meet apprenticeship utilization and prevailing wage requirements, depending on the type of project, the entity contracting for the project, and the type of construction. The bill allows state agencies to utilize a project labor agreement that includes certain provisions, including dispute resolution procedures, guarantees against strikes or lockouts, and ensuring a reliable source of skilled labor.

## State Expenditures

---

Workload may increase when a state agency requires a project labor agreement for one or more public projects. This can be accomplished through the normal course of business and no change in appropriations is required. If project labor agreement requirements affect the anticipated cost of a public project, it will be incorporated into each budget request and addressed through the annual budget process.

## Effective Date

---

The bill was signed into law by the Governor on June 3, 2025, and takes effect July 1, 2027, assuming no referendum petition is filed.

## State and Local Government Contacts

---

Counties	Law
Labor	Personnel

---

The revenue and expenditure impacts in this fiscal note represent changes from current law under the bill for each fiscal year. For additional information about fiscal notes, please visit the [General Assembly website](#).