

HOUSE COMMITTEE OF REFERENCE REPORT

	April 2, 2025
Chair of Committee	Date

Committee on Business Affairs & Labor.

After consideration on the merits, the Committee recommends the following:

HB25-1284 be amended as follows, and as so amended, be referred to the Committee on Appropriations with favorable recommendation:

1 Amend printed bill, strike everything below the enacting clause and  
2 substitute:

3 "SECTION 1. In Colorado Revised Statutes, 12-115-115, **add**  
4 (3.5) as follows:

5 **12-115-115. Apprentices - supervision - registration -**  
6 **data-sharing agreement - discipline - rules.** (3.5) (a) (I) AN  
7 ELECTRICAL CONTRACTOR SHALL NOT REGISTER WITH THE BOARD  
8 PURSUANT TO SUBSECTION (3) OF THIS SECTION AN APPRENTICE WHO IS IN  
9 A CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM REGISTERED WITH  
10 THE UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP  
11 AGENCY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR  
12 UNLESS THE APPRENTICE IS ENROLLED IN AN APPRENTICESHIP PROGRAM  
13 TRAINING THE APPRENTICE FOR AN OCCUPATION OFFICIALLY RECOGNIZED  
14 BY THE UNITED STATES DEPARTMENT OF LABOR AS AN ELECTRICAL  
15 OCCUPATION, AS DEFINED BY THE UNITED STATES DEPARTMENT OF  
16 LABOR, BUREAU OF LABOR STATISTICS, OCCUPATIONAL EMPLOYMENT AND  
17 WAGE STATISTICS OCCUPATION CODE 47.2111.

18 (II) ON OR BEFORE JULY 1, 2027, THE STATE APPRENTICESHIP  
19 AGENCY AND THE DEPARTMENT, IF EXISTING RESOURCES ARE AVAILABLE  
20 OR IF THE DEPARTMENT RECEIVES SUFFICIENT GIFTS, GRANTS, OR  
21 DONATIONS PURSUANT TO SUBSECTION (7) OF THIS SECTION, SHALL  
22 ESTABLISH A DATA-SHARING AGREEMENT TO ALLOW VERIFICATION OF  
23 ELIGIBILITY FOR REGISTRATION WITH THE BOARD PURSUANT TO  
24 SUBSECTION (3.5)(a)(I) OF THIS SECTION.

25 (b) (I) IF THE BOARD DETERMINES THAT AN APPRENTICE IS NOT IN  
26 COMPLIANCE WITH SUBSECTION (3.5)(a) OF THIS SECTION, THE BOARD  
27 SHALL NOTIFY THE ELECTRICAL CONTRACTOR THAT REGISTERED THE

1 APPRENTICE WITH THE BOARD. WITHIN THIRTY DAYS AFTER NOTIFICATION  
2 OF NONCOMPLIANCE, THE ELECTRICAL CONTRACTOR SHALL PROVIDE  
3 PROOF THAT THE APPRENTICE IS ELIGIBLE TO BE REGISTERED AS AN  
4 ELECTRICAL APPRENTICE WITH THE BOARD. IF THE BOARD VERIFIES WITHIN  
5 SIXTY DAYS AFTER NOTIFICATION OF NONCOMPLIANCE THAT THE  
6 APPRENTICE IS ELIGIBLE TO BE REGISTERED AS AN ELECTRICAL  
7 APPRENTICE, THE APPRENTICE WILL REMAIN REGISTERED WITH THE BOARD.

8 (II) IF THE BOARD CANNOT VERIFY THAT AN APPRENTICE IS  
9 ELIGIBLE TO BE REGISTERED AS AN ELECTRICAL APPRENTICE WITHIN SIXTY  
10 DAYS AFTER NOTICE OF NONCOMPLIANCE PURSUANT TO SUBSECTION  
11 (3.5)(b)(I) OF THIS SECTION, THE BOARD SHALL REMOVE THE APPRENTICE'S  
12 REGISTRATION WITH THE BOARD, AND THE NONCOMPLIANT APPRENTICE  
13 SHALL NOT PERFORM WORK AS AN ELECTRICAL APPRENTICE IN THE STATE.

14 (III) THIS SUBSECTION (3.5) DOES NOT APPLY TO AN ELECTRICAL  
15 APPRENTICE WHOSE TRAINING IS PROVIDED DIRECTLY BY THE ELECTRICAL  
16 CONTRACTOR OR ANOTHER ELECTRICAL TRAINING PROGRAM THAT IS NOT  
17 AN APPRENTICESHIP PROGRAM REGISTERED WITH THE UNITED STATES  
18 DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY.

19 **SECTION 2.** In Colorado Revised Statutes, 12-155-124, **add**  
20 (3.5) as follows:

21 **12-155-124. Apprentices - registration - data-sharing**  
22 **agreement - discipline - rules.** (3.5) (a) (I) A REGISTERED PLUMBING  
23 CONTRACTOR SHALL NOT REGISTER WITH THE BOARD PURSUANT TO  
24 SUBSECTION (3) OF THIS SECTION A PLUMBING APPRENTICE WHO IS IN A  
25 CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM REGISTERED WITH  
26 THE UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP  
27 AGENCY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR  
28 UNLESS THE PLUMBING APPRENTICE IS ENROLLED IN AN APPRENTICESHIP  
29 PROGRAM TRAINING THE PLUMBING APPRENTICE FOR AN OCCUPATION  
30 OFFICIALLY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR  
31 AS A PLUMBING OR MECHANICAL-RELATED OCCUPATION, AS DEFINED BY  
32 THE UNITED STATES DEPARTMENT OF LABOR, BUREAU OF LABOR  
33 STATISTICS, OCCUPATIONAL EMPLOYMENT AND WAGE STATISTICS  
34 OCCUPATION CODES 17.3013, 47.2152, OR 49.9021.

35 (II) ON OR BEFORE JULY 1, 2027, THE STATE APPRENTICESHIP  
36 AGENCY AND THE DEPARTMENT, IF EXISTING RESOURCES ARE AVAILABLE  
37 OR IF THE DEPARTMENT RECEIVES SUFFICIENT GIFTS, GRANTS, OR  
38 DONATIONS PURSUANT TO SUBSECTION (8) OF THIS SECTION, SHALL  
39 ESTABLISH A DATA-SHARING AGREEMENT TO ALLOW VERIFICATION OF  
40 ELIGIBILITY FOR REGISTRATION WITH THE BOARD PURSUANT TO  
41 SUBSECTION (3.5)(a)(I) OF THIS SECTION.

42 (b) (I) IF THE BOARD DETERMINES THAT A PLUMBING APPRENTICE  
43 IS NOT IN COMPLIANCE WITH SUBSECTION (3.5)(a) OF THIS SECTION, THE

1 BOARD SHALL NOTIFY THE PLUMBING CONTRACTOR THAT REGISTERED THE  
2 APPRENTICE WITH THE BOARD. WITHIN THIRTY DAYS AFTER NOTIFICATION  
3 OF NONCOMPLIANCE, THE PLUMBING CONTRACTOR SHALL PROVIDE PROOF  
4 THAT THE APPRENTICE IS ELIGIBLE TO BE REGISTERED AS A PLUMBING  
5 APPRENTICE WITH THE BOARD. IF THE BOARD VERIFIES WITHIN SIXTY DAYS  
6 AFTER NOTIFICATION OF NONCOMPLIANCE THAT THE PLUMBING  
7 APPRENTICE IS ELIGIBLE TO BE REGISTERED AS A PLUMBING APPRENTICE,  
8 THE PLUMBING APPRENTICE WILL REMAIN REGISTERED WITH THE BOARD.

9 (II) IF THE BOARD CANNOT VERIFY THAT A PLUMBING APPRENTICE  
10 IS ELIGIBLE TO BE REGISTERED AS A PLUMBING APPRENTICE WITHIN SIXTY  
11 DAYS AFTER NOTICE OF NONCOMPLIANCE PURSUANT TO SUBSECTION  
12 (3.5)(b)(I) OF THIS SECTION, THE BOARD SHALL REMOVE THE PLUMBING  
13 APPRENTICE'S REGISTRATION WITH THE BOARD, AND THE NONCOMPLIANT  
14 PLUMBING APPRENTICE SHALL NOT PERFORM WORK AS A PLUMBING  
15 APPRENTICE IN THE STATE.

16 (III) THIS SUBSECTION (3.5) DOES NOT APPLY TO A PLUMBING  
17 APPRENTICE WHOSE TRAINING IS PROVIDED DIRECTLY BY THE PLUMBING  
18 CONTRACTOR OR ANOTHER PLUMBING TRAINING PROGRAM THAT IS NOT AN  
19 APPRENTICESHIP PROGRAM REGISTERED WITH THE UNITED STATES  
20 DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY.

21 **SECTION 3. Act subject to petition - effective date.** This act  
22 takes effect January 1, 2027; except that, if a referendum petition is filed  
23 pursuant to section 1 (3) of article V of the state constitution against this  
24 act or an item, section, or part of this act within the ninety-day period  
25 after final adjournment of the general assembly, then the act, item,  
26 section, or part will not take effect unless approved by the people at the  
27 general election to be held in November 2026 and, in such case, will take  
28 effect January 1, 2027, or on the date of the official declaration of the  
29 vote thereon by the governor, whichever is later."

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