



2025 Legislative Report

Prepared by Hicks & Associates

Session Overview

The 1st Regular Session of the 75th Colorado General Assembly adjourned on May 7, 2025. Hicks & Associates is pleased to present this report summarizing legislative activity and key developments from the session.

Heading into the session, the 2024 election results left some uncertainty. Despite efforts, Democrats were unable to secure a supermajority in the Senate or increase their margin in the House. The Senate remained at a 23–12 split, while Republicans gained three seats in the House, narrowing the divide to 43–22.

The session officially convened on January 8, 2025. As is typical, over 120 bills were introduced on the first day—many originating from interim committee work. During the opening week, leadership from both chambers and Governor Polis laid out their priorities. The Governor delivered his seventh State of the State address, reinforcing the administration's goals.

Democrats, who still control both chambers, focused on key issues: the cost of living, budget constraints, workers' rights and wages, public safety, school funding, and environmental protection. A recurring theme in their messaging was safeguarding Colorado's progress from potential federal interference.

Governor Polis also emphasized two distinct priorities: cutting regulations to make Colorado more business-friendly (as the state is ranked the sixth most regulated in the country) and ensuring any changes to unionization processes involve meaningful compromise between employers and employees.

Legislative Activity

A total of 657 bills were introduced during the 2025 session—335 in the House and 322 in the Senate—down from 705 the previous year. Each legislator may introduce five bills, though interim and majority-sponsored legislation often expands that number.

Of these bills:

- **171 were postponed indefinitely**, including several that died on the calendar.
- **221 bills were signed into law by the Governor as of May 14**, with more expected in the coming weeks.



Bills passed in the final 10 days of the session have an extended timeline, allowing the Governor **30 days** to take final action.

State Budget

Budget pressures loomed large this year. While the state saw revenue increases last year, this year presented a **\$1 billion shortfall**, forcing difficult decisions and casting a shadow over nearly every policy discussion. The deficit also led the General Assembly to cancel all interim committees to cut costs.

Political Dynamics

Since Democrats gained full control of the Capitol, the business community has often found itself on the defensive. In response, industry groups have formed broad-based coalitions to push back against or amend overreaching legislation—an approach that proved successful again this year.

Key Legislation Impacting the Construction Industry

HB25-1001: Enforcement of Wage and Hour Laws

Summary: Modifies state wage and hour enforcement statutes.

Impact: Introduced in response to the Governor’s veto of HB24-1008, which focused solely on the construction industry. HB25-1001 applies more broadly to all employers. From the outset, the business community agreed that employees deserve to be paid fairly. A broad coalition worked successfully to amend the bill, mitigating many of its unintended consequences.

HB25-1077: Backflow Prevention Device Requirements

Summary: This bill clarifies who is authorized to work on backflow prevention devices, effectively restoring the workforce qualifications that existed prior to the passage of HB24-1344 (Sunset Review of the Plumbing Board).

Expanded Impact & GreenCO’s Role:

HB25-1077 was a critical piece of corrective legislation, made necessary after a last-minute amendment to HB24-1344 threatened to disqualify over 90% of professionals performing essential backflow prevention work across the state. Had the language from HB24-1344 been allowed to stand, it would have dramatically disrupted operations for landscaping, irrigation, and maintenance businesses by shrinking the qualified workforce, delaying projects, and increasing costs.

GreenCO immediately recognized the threat to its members and sprang into action. Throughout the legislative interim, GreenCO:

- Convened stakeholder meetings with regulators, legislators, and affected industry groups.
- Provided technical expertise to lawmakers unfamiliar with the practical implications of the language in HB24-1344.
- Mobilized member voices to ensure that the real-world consequences of the policy change were clearly understood.

Thanks to GreenCO’s sustained advocacy, HB25-1077 successfully reverted the statute to its prior, workable form—ensuring continuity for thousands of professionals and



protecting public health through proper backflow management. This fix not only preserved jobs but safeguarded vital water infrastructure maintenance activities statewide.

HB25-1113: Limiting Turf in New Residential Developments

Summary: This bill expands Colorado’s ban on nonfunctional turf to include apartment and condominium properties, further tightening water conservation requirements in new residential developments.

Expanded Impact & GreenCO’s Role:

As water conservation remains a top policy priority in Colorado, legislation like HB25-1113 reflects growing pressure to eliminate traditional landscaping elements—such as turf—in favor of low-water-use alternatives. However, the bill was introduced amid a broader crisis: the state’s acute housing shortage and the complex balance between environmental goals and practical land-use planning.

GreenCO played an essential role in shaping the final version of this legislation. As the voice of Colorado’s landscape, nursery, and irrigation industries, GreenCO brought grounded, technical insight to the table. Over the interim and throughout the session, GreenCO:

- Held numerous meetings with legislators, environmental groups, and agency staff to explain how turf restrictions affect project design, installation timelines, and long-term property maintenance.
- Proposed and secured multiple amendments that helped preserve landscape functionality, flexibility in design, and practical implementation strategies.
- Framed industry concerns in terms of both environmental stewardship and housing attainability, strengthening their credibility and resonance with policymakers.

The version of HB25-1113 that passed reflects a more balanced approach, thanks in large part to GreenCO’s efforts. While the bill imposes new limits, it also contains critical exceptions and clarifications that ensure landscape professionals can still provide beautiful, functional, and sustainable outdoor environments.

HB25-1272: Construction Defects & Middle-Market Housing

Summary: Establishes new rules for construction defect claims in multi-family residential buildings.

Impact: Years in the making, this bill aimed to address a top industry priority. While compromises were reached, the final version still drew mixed reactions. Some in the industry remain uncertain about its long-term effectiveness—but its passage represents meaningful, if imperfect, progress.

HB25-1286: Protecting Workers from Extreme Temperatures

Summary: Would have created temperature thresholds requiring protective measures for outdoor workers.

Impact: Strongly opposed by the construction industry and broader employer coalition, the bill raised legal questions due to Colorado lacking a state-run OSHA. It was postponed indefinitely in its first committee without testimony. Sponsors intend to revisit the issue next year, so this topic remains active.



HB25-1300: Workers' Compensation Benefits Proof of Entitlement

Summary: Expands employee choice in selecting physicians from the approved workers' compensation provider list.

Impact: Despite amendments addressing some concerns, the business community opposed this bill due to potential unintended consequences for employers. The Governor expressed reservations, and last-minute changes delayed implementation dates in hopes of avoiding a veto.

SB25-005: Workers' Protection & Collective Bargaining

Summary: Eliminates the requirement for a second election to approve union security agreement clauses.

Impact: The Governor had made clear that he would only support this bill if it included compromises from both employers and unions. That compromise never materialized, yet the bill passed. A veto is anticipated, though political pressures related to 2026 ballot measures may complicate the decision.

SB25-018: Online Search of Sales & Use Tax Records

Summary: Directs the Department of Revenue to make sales tax licenses and exemption certificates searchable by name and federal identification number.

Impact: Part of ongoing efforts to simplify Colorado's complex sales and use tax system, this bill aims to increase transparency and streamline administration.

SB25-046: Local Government Tax Audit Confidentiality

Summary: Establishes confidentiality standards for third-party tax auditors and introduces penalties for violations.

Impact: Many local governments contract with third-party auditors to perform tax reviews. This bill ensures better oversight and accountability for those entities and builds trust in the audit process.

SB25-185: Claims Against Construction Professionals

Summary: This bill would have expanded homeowners' ability to bring negligence claims against construction professionals—including subcontractors and design professionals—regardless of whether they were the original or subsequent owners.

Expanded Impact & GreenCO's Role:

SB25-185 posed a serious threat to Colorado's construction industry by creating new avenues for litigation and increasing the legal exposure of subcontractors who are already held accountable for construction defects under existing law. If passed, it would have significantly increased insurance costs and legal risk for GreenCO's members and other skilled trades.

From the moment the bill was introduced, GreenCO's engaged in an intensive advocacy campaign that included:

- Dozens of meetings with lawmakers and coalition partners
- Detailed legal analysis and testimony preparation
- Direct member engagement and grassroots coordination

GreenCO also collaborated with general contractors, engineering firms, and trade associations to ensure a unified front. Their efforts culminated in a strong showing of



opposition, which ultimately led to the bill dying on the House calendar—it lacked the votes to pass and was never brought to a final vote.

This outcome was a clear and hard-earned victory for the construction industry and a testament to GreenCO’s credibility, influence, and the power of industry coordination.

SB25-306: Performance Audits of Certain State Agencies

Summary: Requires performance audits of the Air Pollution Control Division and the Division of Unemployment Insurance.

Impact: Colorado has been a national leader in regulatory action on climate change and employment issues. This bill, supported by the business community, introduces greater accountability for the state agencies responsible for implementing those rules.

Other Notable Issues: Interim Planning

With no interim committees convening this year due to the budget shortfall, preparation for 2026 becomes more complex. Hicks & Associates will remain engaged over the summer, monitoring ongoing stakeholder discussions and early bill drafting efforts.

Conclusion

Overall, the business community notched more wins than losses in 2025. The continued formation of coalitions, clear communication, and focused advocacy were key to success. Hicks & Associates appreciates the opportunity to represent your interests at the Capitol and looks forward to continued collaboration.

This year’s legislative outcomes will shape Colorado’s regulatory and economic environment for years to come. We remain committed to ensuring your voice is heard in that process.

The 2025 session of the Colorado Legislature was marked by significant legislative activity addressing key issues affecting the state. Through strategic engagement and coalition-building, Hicks & Associates worked diligently to influence legislation impacting the construction industry and the broader business environment. As we move forward, the outcomes of this session will shape Colorado’s economic and social landscape for the coming years.



Engagement, Lobbying, Testimony, & Monitoring

GreenCO was heavily involved in multiple pieces of legislation this legislative session. The following bills include priority bills, meaning we directed the lobbying team to actively engage with other stakeholders, lobby all members of the General Assembly, provide testimony during committee, create fact sheets to ensure GreenCO's position and engage in any and all amendments to bills. Also included are the bills we were asked to engage in by other key stakeholders and bills that we were monitoring

Bill Number	Short Title	GreenCO	Outcome	GreenCO Actions
HB24-1008	Wage Claims Construction Industry Contractors	Oppose	Governor Vetoed	Attended multiple stakeholder meetings and worked with a large business coalition in opposition and encouraged the Governor to veto the bill.
HB24-1014	Deceptive Trade Practice Significant Impact Standards	Oppose	Postponed Indefinitely	Attended multiple stakeholder meetings and worked with a large business coalition in opposition to the bill.
HB24-1015	Workplace Suicide Prevention Education	Monitor	Died on Calendar	Monitored the bill as it went through the process.
HB24-1041	Streamline Filing Sales & Use Tax Returns	Support	Governor Signed 4/04	Worked with the Simplify Sales and Use Tax coalition in supporting this bill through the process.
HB24-1081	Regulate Sale Transfer Sodium Nitrite	Monitor	Governor Signed 4/17	Monitored the bill as it went through the process.
HB24-1083	Construction Professional Insurance Coverage Transparency	Oppose	Died on Calendar	Worked with construction industry coalition in amending the bill but continued to oppose to the bill as there were still issues.
HB24-1095	Increasing Protections for Minor Workers	Monitor	Governor Signed 6/4	Monitored the bill as it went through the process.
HB24-1097	Military Family Occupational Credentialing	Monitor	Governor Signed 4/17	Monitored the bill as it went through the process.
HB24-1138	Tax Credit for Transfer of Agricultural Asset	Monitor	Died on Calendar	Monitored the bill as it went through the process.
HB24-1178	Local Government Authority to Regulate Pesticides	Oppose	Died on Calendar	Attended stakeholder meetings and worked with large coalition including CPRA in opposition to this legislation. Were able to lobby the House members enough to where the bill would have most likely been voted down on the House floor.



Bill Number	Short Title	GreenCO	Outcome	GreenCO Actions
HB25-1001	Enforcement Wage Hours Law	Amend	Sent to the Governor	Worked with a large coalition made up of the business community to amend the bill.
HB25-1010	Prohibiting Price Gouging in Sales of Necessities	Monitor	Sent to the Governor	Attended stakeholder meetings and closely monitored the bill as it went through the process.
HB25-1014	Increasing Efficiency Division of Water Resources	Monitor	Sent to the Governor	Monitored the bill as it went through the process.
HB25-1030	Accessibility Standards in Building Codes	Monitor	Governor Signed 3/11	Attended stakeholder meetings and closely monitored the bill as it went through the process.
HB25-1042	Air Quality Control Regulation Workforce Impact	Monitor	Died on Calendar	Attended stakeholder meetings and closely monitored this bill. It ultimately died on the calendar because of the large fiscal impact to the state.
HB25-1077	Backflow Prevention Devices Requirements	Support	Governor Signed 3/28	Worked over the interim on the bill as this bill to address the unintended consequences on an amendment from last year's Sunset of the Plumbing Board.
HB25-1090	Protecting Against Deceptive Pricing Practices	Monitor	Governor Signed 4/21	Monitored the bill as it went through the process.
HB25-1093	Limitations on Local Anti-Growth Land Use Policies	Support	Governor Signed 3/31	Closely monitored the bill as it went through the process. This bill expands and clarifies previous legislation that addressed the restriction of anti-growth measures by local governments.
HB25-1113	Limit Turf in New Residential Development	Amend	Sent to the Governor	Worked with all stakeholders on this bill over the interim. We were able to amend the legislation to mitigate our largest concerns.
HB25-1115	Water Supply Measurement & Forecasting Program	Monitor	Sent to the Governor	Monitored the bill as it went through the process.
HB25-1121	Permanent Trailer Registration	Monitor	Sent to the Governor	Monitored the bill as it went through the process.
HB25-1123	Homeowners' Association Alternative Dispute Resolution	Monitor	Postponed Indefinitely	Monitored the bill as it went through the process and attended stakeholder meetings.



Bill Number	Short Title	GreenCO	Outcome	GreenCO Actions
HB25-1169	Housing Developments on Faith and Educational Land	Monitor	Died on the Calendar	Monitored the bill as it went through the process. This was part of the Governor's agenda to address the housing issue in the state.
HB25-1211	Tap Fees Imposed by Special Districts	Monitor	Sent to the Governor	Monitored the bill as it went through the process and attended stakeholder meetings.
HB25-1261	Consumers Construction Defect Action	Oppose	Postponed Indefinitely	Worked with a large coalition of the construction industry in opposition to the bill and the bill was Pl'd in its first committee without any testimony.
HB25-1269	Building Decarbonization Measures	Monitor	Sent to the Governor	Attended stakeholder meetings and closely monitored the bill as it went through the process as this bill made adjustment to the previous legislation that set Energy Performance Standards for Buildings.
HB25-1272	Construction Defects & Middle Market Housing	Support	Governor Signed 5/12	This bill has been in the works for the past few years. We worked on this legislation over the interim and stayed engaged as the bill went through the process. There were issues from all stakeholders that weren't fully addressed, but sometimes that means it's a good piece of legislation. Only time will tell!
HB25-1286	Protecting Workers from Extreme Temperatures	Oppose	Postponed Indefinitely	Worked with large coalition in opposition to the bill. The legislation died in its first committee without any testimony being given. We anticipate something similar coming next year and we will be working on it over the interim.
HB25-1300	Workers' Compensation Benefits Proof of Entitlement	Oppose	Sent to the Governor	Worked with a large business coalition in opposition to the bill. The bill was amended but there were still many concerns. There was an amendment adopted in the 11 th hour of the last day of session that pushed the enforcement date out in hopes that the Governor won't veto the legislation.
SB25-002	Regional Building Codes for Factory-Built Structures	Monitor	Governor Signed 5/8	Attended stakeholder meetings and closely monitored the bill as it went through the process.
SB25-005	Worker Protection Collective Bargaining	Oppose	Sent to the Governor	Worked with a large business coalition, led by the Colorado Chamber of Commerce, in opposition to this bill. It is anticipated that the Governor will veto the bill as there was no compromise on the legislation.
SB25-018	Online Search of Sales & Use Tax	Support	Sent to the Governor	Supported the bill as it went through the process as GreenCO continues to support the simplification of sales and use tax in the state.
SB25-039	Agricultural Buildings Exempt from Energy Use Requirements	Support	Governor Signed 3/28	Supported the bill as it went through the process.



Bill Number	Short Title	GreenCO	Outcome	GreenCO Actions
SB25-040	Future of Severance Taxes & Water Funding Task Force	Monitor	Sent to the Governor	Monitored the bill as it went through the process.
SB25-046	Local Government Tax Audit Confidentiality Standards	Support	Governor Signed 3/20	Supported the bill as it went through the process as GreenCO continues to support the simplification of sales and use tax in the state
SB25-115	Seedling Tree Nursery Spending Authority Extension	Monitor	Governor Signed 2/27	Monitored the bill as it went through the process as we have been engaged on similar legislation in the past at the sponsor's request.
SB25-128	Agricultural Worker Service Providers Access Private Property	Support	Sent to the Governor	Supported the bill as it went through the process. This bill aims to address issues that were brought to the US Supreme Court that stemmed from SB21-087 - Agricultural Workers' Rights, which GreenCO fiercely opposed.
SB25-144	Change Paid Family Medical Leave Insurance Program	Monitor	Sent to the Governor	Monitored the bill as it went through the process as this made changes to the FMLI program.
SB25-157	Deceptive Trade Practice Significant Impact Standards	Monitor	Lost on Senate Third Reading	Monitored the bill as it went through the process.
SB25-163	Battery Stewardship Programs	Monitor	Sent to the Governor	Monitored the bill as it went through the process as this bill looks to address the proper disposal of batteries which are more prevalent than ever with electrification happening throughout the state.
SB25-185	Claims Against Construction Professionals	Oppose	Died on the Calendar	Worked with a large coalition, including BJ4C, in opposition to the legislation. We were able to secure enough votes on the House floor that it died on the Calendar rather than going down by a vote.
SB25-283	Funding Water Conservation Board Projects	Monitor	Sent to the Governor	Closely monitored the bill as it went through the process and attended stakeholder meetings.
SB25-305	Water Quality Permitting Efficiency	Monitor	Sent to the Governor	Monitored the bill as it went through the process.
SB25-306	Performance Audits of Certain State Agencies	Support	Sent to the Governor	Attended stakeholder meetings and worked with large coalition in supporting this legislation as it went through the process.
SB25-318	Artificial Intelligence Consumer Protections	Monitor	Postponed Indefinitely	Monitored this as it was being drafted and introduced. It was postponed in its first committee hearing but we anticipate an AI bill to come back next year.