

**Second Regular Session  
Seventy-second General Assembly  
STATE OF COLORADO**

**REREVISED**

*This Version Includes All Amendments  
Adopted in the Second House*

LLS NO. 20-0492.01 Kristen Forrestal x4217

**SENATE BILL 20-120**

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**SENATE SPONSORSHIP**

**Danielson,** Bridges, Fenberg, Garcia, Ginal, Gonzales, Lee, Story, Todd, Winter

**HOUSE SPONSORSHIP**

**Sullivan,** Becker, Bird, Buentello, Caraveo, Cutter, Duran, Esgar, Exum, Froelich, Garnett, Gonzales-Gutierrez, Gray, Herod, Hooton, Jackson, Jaquez Lewis, Kennedy, Kraft-Tharp, McCluskie, Melton, Michaelson Jenet, Sirota, Snyder, Tipper, Titone, Valdez A., Weissman, Woodrow, Young

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**Senate Committees**

Business, Labor, & Technology

**House Committees**

Business Affairs & Labor  
Appropriations

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**A BILL FOR AN ACT**

101 **CONCERNING REQUIREMENTS FOR REGISTERED APPRENTICES.**

**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 requires electrician apprentices and plumbing apprentices who have been registered with their respective boards for at least 6 years to take a license examination on a periodic basis until the apprentice passes the examination.

The bill requires an employer, an apprenticeship program registered with the United States department of labor's employment and training administration, and a state apprenticeship council recognized by the United States department of labor that employs an apprentice in

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters or bold & italic numbers indicate new material to be added to existing statute.*  
*Dashes through the words indicate deletions from existing statute.*

HOUSE  
3rd Reading Unamended  
June 8, 2020

HOUSE  
Amended 2nd Reading  
June 4, 2020

SENATE  
3rd Reading Unamended  
February 26, 2020

SENATE  
Amended 2nd Reading  
February 25, 2020

Colorado to track the number of practical training hours and, for electrician apprentices, the classroom hours of each apprentice and provide the information to the state electrical board or the state plumbing board, as applicable. The boards must provide the reported information to the department of regulatory agencies' online apprenticeship directory.

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

2           **SECTION 1.** In Colorado Revised Statutes, 12-115-115, **amend**  
3 **(3)(a); and add (3)(c), (4), (5), and (6), and (7)** as follows:

4           **12-115-115. Apprentices - supervision - registration -**  
5 **discipline - rules - repeal.** (3) (a) Upon employing an electrical  
6 apprentice to work at the trade, the electrical contractor, within thirty days  
7 after the initial employment, shall register the apprentice with the board.  
8 The employer shall also REMOVE EACH APPRENTICE THAT IS NO LONGER  
9 EMPLOYED AS AN APPRENTICE FROM THE APPRENTICESHIP PROGRAM AND  
10 ANNUALLY notify the board ~~within thirty days after~~ OF the termination of  
11 the employment.

12           (c) BY JANUARY 1, 2022, AND BY JANUARY 1 EACH YEAR  
13 THEREAFTER, AN ELECTRICAL CONTRACTOR, AN APPRENTICESHIP  
14 PROGRAM REGISTERED WITH THE UNITED STATES DEPARTMENT OF  
15 LABOR'S EMPLOYMENT AND TRAINING ADMINISTRATION, AND A STATE  
16 APPRENTICESHIP COUNCIL RECOGNIZED BY THE UNITED STATES  
17 DEPARTMENT OF LABOR THAT EMPLOYS AN APPRENTICE IN THIS STATE  
18 SHALL REPORT TO THE BOARD THE NAME AND CONTACT INFORMATION OF  
19 EACH APPRENTICE IN THE APPRENTICESHIP PROGRAM AND THE  
20 CUMULATIVE NUMBER OF PRACTICAL TRAINING HOURS AND CERTIFIED  
21 CLASSROOM HOURS EACH APPRENTICE HAS COMPLETED TOWARD THE  
22 JOURNEYMAN ELECTRICIAN LICENSURE REQUIREMENTS SPECIFIED IN  
23 SECTION 12-115-110. THE BOARD SHALL KEEP THE INFORMATION

1 REPORTED PURSUANT TO THIS SUBSECTION (3)(c) CONFIDENTIAL FROM ALL  
2 PARTIES OTHER THAN FROM THE APPRENTICE THROUGH THE APPRENTICE'S  
3 INDIVIDUAL REGISTRATION ACCOUNT. THE DEPARTMENT OF REGULATORY  
4 AGENCIES SHALL, IF EXISTING RESOURCES ARE AVAILABLE OR IF THE  
5 DEPARTMENT RECEIVES GIFTS, GRANTS, OR DONATIONS PURSUANT TO  
6 SUBSECTION (7) OF THIS SECTION, INDICATE WHETHER THE APPRENTICE  
7 HAS COMPLETED THE REQUIRED PRACTICAL TRAINING HOURS AND  
8 CLASSROOM HOURS IN THE DEPARTMENT OF REGULATORY AGENCY'S  
9 ONLINE APPRENTICESHIP DIRECTORY.

10 (4) ON AND AFTER JANUARY 1, 2021, CONTINGENT ON THE  
11 AVAILABILITY OF EXISTING RESOURCES WITHIN THE DEPARTMENT OR THE  
12 RECEIPT OF GIFTS, GRANTS, AND DONATIONS PURSUANT TO SUBSECTION (7)  
13 OF THIS SECTION:

14 (a) (I) AN APPRENTICE WHO HAS BEEN REGISTERED FOR AT LEAST  
15 SIX YEARS, HAS COMPLETED EIGHT THOUSAND HOURS OF PRACTICAL  
16 TRAINING, AND MEETS ALL OTHER JOURNEYMAN ELECTRICIAN LICENSE  
17 REQUIREMENTS SPECIFIED IN SECTION 12-115-110 SHALL TAKE THE  
18 JOURNEYMAN ELECTRICIAN LICENSE EXAMINATION AT LEAST EVERY  
19 THREE YEARS IN ALIGNMENT WITH THE LICENSE RENEWAL CYCLE UNTIL  
20 THE APPRENTICE RECEIVES A PASSING SCORE.

21 (II) IF AN APPRENTICE HAS FAILED TO PASS THE LICENSE  
22 EXAMINATION IN TWO CONSECUTIVE THREE-YEAR PERIODS, THE  
23 APPRENTICE MAY REQUEST AN EXEMPTION FROM THE BOARD FROM  
24 FUTURE EXAMINATION REQUIREMENTS. THE BOARD SHALL GRANT THE  
25 EXEMPTION IF THE BOARD DETERMINES THAT THE APPRENTICE HAS  
26 LEGITIMATE EDUCATIONAL OR PROFESSIONAL CIRCUMSTANCES THAT  
27 JUSTIFY THE EXEMPTION. THE BOARD SHALL PROMULGATE RULES

1 CONCERNING THE PROCESS OF REQUESTING AND APPROVING LICENSE  
2 EXAMINATION EXEMPTIONS.

3 (b) AN APPRENTICE WHO HAS BEEN REGISTERED FOR AT LEAST SIX  
4 YEARS AND WHO DOES NOT MEET THE JOURNEYMAN ELECTRICIAN LICENSE  
5 REQUIREMENTS SPECIFIED IN SECTION 12-115-110 SHALL TAKE THE  
6 JOURNEYMAN ELECTRICIAN LICENSE EXAMINATION AT LEAST ONCE EVERY  
7 THREE YEARS IN ALIGNMENT WITH THE LICENSE RENEWAL CYCLE UNTIL  
8 THE APPRENTICE RECEIVES A PASSING SCORE. ONCE THE APPRENTICE  
9 PASSES THE LICENSE EXAMINATION, THE APPRENTICE MUST MEET ALL  
10 OTHER JOURNEYMAN ELECTRICIAN LICENSE REQUIREMENTS SPECIFIED IN  
11 SECTION 12-115-110 BEFORE THE BOARD MAY ISSUE A JOURNEYMAN  
12 ELECTRICIAN LICENSE TO THE APPRENTICE.

13 (5)(a) IF THE CUMULATIVE TRAINING AND CLASSROOM HOURS OF  
14 AN APPRENTICE ARE NOT REPORTED AS REQUIRED BY SUBSECTION (3)(c)  
15 OF THIS SECTION OR IF AN APPRENTICE FAILS TO TAKE THE LICENSE  
16 EXAMINATION AS REQUIRED BY SUBSECTION (4) OF THIS SECTION, THE  
17 BOARD MAY SUSPEND THE APPRENTICE'S REGISTRATION UNTIL THE  
18 REQUIREMENTS ARE MET.

19 (b) IF AN APPRENTICE WHO IS REQUIRED TO TAKE THE LICENSE  
20 EXAMINATION PURSUANT TO SUBSECTION (4) OF THIS SECTION HAS A  
21 LEARNING DISABILITY, THE APPRENTICE, ELECTRICAL CONTRACTOR, OR  
22 APPRENTICESHIP PROGRAM MAY REQUEST THAT THE BOARD MAKE  
23 ACCOMMODATIONS FOR THE APPRENTICE TO TAKE THE EXAMINATION WITH  
24 THE APPROPRIATE LEVEL OF SUPPORT.

25 (6)(a) IF THE DEPARTMENT OF REGULATORY AGENCIES IS ABLE TO  
26 IMPLEMENT SUBSECTION (4) OF THIS SECTION, THE DEPARTMENT OF  
27 REGULATORY AGENCIES, IN CONSULTATION WITH THE BOARD, INDUSTRY

1 STAKEHOLDERS, EXAMINATION PROCTORS, NATIONAL CODE  
2 ORGANIZATIONS, APPRENTICESHIP TRAINING COORDINATORS, AND THE  
3 DEPARTMENT OF LABOR AND EMPLOYMENT SHALL CONDUCT RESEARCH TO  
4 DETERMINE WHAT BARRIERS EXIST IN THE PREPARATION AND TAKING OF  
5 THE EXAMINATION PROVIDED FOR IN SECTION 12-115-110 FOR  
6 APPRENTICES FOR WHOM ENGLISH IS A SECOND LANGUAGE AND, ON OR  
7 BEFORE JANUARY 1, 2021, SHALL REPORT ITS FINDINGS, INCLUDING ANY  
8 LEGISLATIVE OR REGULATORY RECOMMENDATIONS, TO THE GENERAL  
9 ASSEMBLY.

10 (b) THIS SUBSECTION (6) IS REPEALED, EFFECTIVE JULY 1, 2021.

11 (7) THE DEPARTMENT MAY SEEK, ACCEPT, AND EXPEND GIFTS,  
12 GRANTS, OR DONATIONS FROM PRIVATE OR PUBLIC SOURCES FOR THE  
13 PURPOSES OF THIS SECTION.

14 **SECTION 2.** In Colorado Revised Statutes, 12-155-124, **add** (3),  
15 (4), (5), (6), (7), and (8) as follows:

16 **12-155-124. Apprentices - rules - repeal.** (3) By July 1, 2022,  
17 AND BY JULY 1 EACH YEAR THEREAFTER, A REGISTERED PLUMBING  
18 CONTRACTOR, AN APPRENTICESHIP PROGRAM REGISTERED WITH THE  
19 UNITED STATES DEPARTMENT OF LABOR'S EMPLOYMENT AND TRAINING  
20 ADMINISTRATION, AND A STATE APPRENTICESHIP COUNCIL RECOGNIZED BY  
21 THE UNITED STATES DEPARTMENT OF LABOR THAT EMPLOYS A PLUMBING  
22 APPRENTICE IN THIS STATE SHALL REPORT TO THE BOARD THE NAME AND  
23 CONTACT INFORMATION OF EACH PLUMBING APPRENTICE IN THE  
24 APPRENTICESHIP PROGRAM AND THE CUMULATIVE NUMBER OF PRACTICAL  
25 TRAINING HOURS EACH PLUMBING APPRENTICE HAS COMPLETED TOWARD  
26 THE LICENSURE REQUIREMENTS SPECIFIED IN SECTION 12-155-110. THE  
27 BOARD SHALL KEEP THE INFORMATION REPORTED PURSUANT TO THIS

1 SUBSECTION (3) CONFIDENTIAL FROM ALL PARTIES OTHER THAN FROM THE  
2 PLUMBING APPRENTICE THROUGH THE PLUMBING APPRENTICE'S  
3 INDIVIDUAL REGISTRATION ACCOUNT. THE DEPARTMENT OF REGULATORY  
4 AGENCIES SHALL, IF EXISTING RESOURCES ARE AVAILABLE OR IF THE  
5 DEPARTMENT RECEIVES GIFTS, GRANTS, OR DONATIONS PURSUANT TO  
6 SUBSECTION (8) OF THIS SECTION, INDICATE WHETHER THE PLUMBING  
7 APPRENTICE HAS COMPLETED THE REQUIRED PRACTICAL TRAINING HOURS  
8 IN THE DEPARTMENT OF REGULATORY AGENCIES' ONLINE APPRENTICESHIP  
9 DIRECTORY.

10 (4) ON AND AFTER JULY 1, 2021, CONTINGENT ON THE  
11 AVAILABILITY OF EXISTING RESOURCES WITHIN THE DEPARTMENT OR THE  
12 RECEIPT OF GIFTS, GRANTS, AND DONATIONS PURSUANT TO SUBSECTION (8)  
13 OF THIS SECTION:

14 (a) (I) A PLUMBING APPRENTICE WHO HAS BEEN REGISTERED FOR  
15 AT LEAST SIX YEARS, HAS COMPLETED SIX THOUSAND EIGHT HUNDRED  
16 HOURS OF PRACTICAL TRAINING, AND MEETS ALL OTHER LICENSE  
17 REQUIREMENTS SPECIFIED IN SECTION 12-155-110 SHALL TAKE THE  
18 LICENSE EXAMINATION AT LEAST EVERY TWO YEARS IN ALIGNMENT WITH  
19 THE LICENSE RENEWAL CYCLE UNTIL THE PLUMBING APPRENTICE RECEIVES  
20 A PASSING SCORE.

21 (II) IF A PLUMBING APPRENTICE HAS FAILED TO PASS THE LICENSE  
22 EXAMINATION IN TWO CONSECUTIVE TWO-YEAR PERIODS, THE PLUMBING  
23 APPRENTICE MAY REQUEST AN EXEMPTION FROM THE BOARD FROM  
24 FUTURE EXAMINATION REQUIREMENTS. THE BOARD SHALL GRANT THE  
25 EXEMPTION IF THE BOARD DETERMINES THAT THE PLUMBING APPRENTICE  
26 HAS LEGITIMATE EDUCATIONAL OR PROFESSIONAL CIRCUMSTANCES THAT  
27 JUSTIFY THE EXEMPTION. THE BOARD SHALL PROMULGATE RULES

1 CONCERNING THE PROCESS OF REQUESTING AND APPROVING LICENSE  
2 EXAMINATION EXEMPTIONS.

3 (b) A PLUMBING APPRENTICE WHO HAS BEEN REGISTERED FOR AT  
4 LEAST SIX YEARS AND WHO DOES NOT MEET THE LICENSE REQUIREMENTS  
5 SPECIFIED IN SECTION 12-155-110 SHALL TAKE THE LICENSE EXAMINATION  
6 AT LEAST ONCE EVERY TWO YEARS IN ALIGNMENT WITH THE LICENSE  
7 RENEWAL CYCLE UNTIL THE PLUMBING APPRENTICE RECEIVES A PASSING  
8 SCORE. ONCE THE PLUMBING APPRENTICE PASSES THE LICENSE  
9 EXAMINATION, THE APPRENTICE MUST MEET ALL OTHER LICENSE  
10 REQUIREMENTS SPECIFIED IN SECTION 12-155-110 BEFORE THE BOARD  
11 MAY ISSUE A LICENSE TO THE PLUMBING APPRENTICE.

12 (5) (a) IF THE CUMULATIVE TRAINING HOURS OF A PLUMBING  
13 APPRENTICE ARE NOT REPORTED AS REQUIRED BY SUBSECTION (3) OF THIS  
14 SECTION OR IF A PLUMBING APPRENTICE FAILS TO TAKE THE LICENSE  
15 EXAMINATION AS REQUIRED BY SUBSECTION (4) OF THIS SECTION, THE  
16 BOARD MAY SUSPEND THE PLUMBING APPRENTICE'S REGISTRATION UNTIL  
17 THE REQUIREMENTS ARE MET.

18 (b) IF A PLUMBING APPRENTICE WHO IS REQUIRED TO TAKE THE  
19 LICENSE EXAMINATION PURSUANT TO SUBSECTION (4) OF THIS SECTION  
20 HAS A LEARNING DISABILITY, THE PLUMBING APPRENTICE, PLUMBING  
21 CONTRACTOR, OR APPRENTICESHIP PROGRAM MAY REQUEST THAT THE  
22 BOARD MAKE ACCOMMODATIONS FOR THE PLUMBING APPRENTICE TO TAKE  
23 THE EXAMINATION WITH THE APPROPRIATE LEVEL OF SUPPORT.

24 (6) A REGISTERED PLUMBING CONTRACTOR, AN APPRENTICESHIP  
25 PROGRAM REGISTERED WITH THE UNITED STATES DEPARTMENT OF  
26 LABOR'S EMPLOYMENT AND TRAINING ADMINISTRATION, AND A STATE  
27 APPRENTICESHIP COUNCIL RECOGNIZED BY THE UNITED STATES

1 DEPARTMENT OF LABOR SHALL REMOVE EACH PLUMBING APPRENTICE  
2 THAT IS NO LONGER EMPLOYED AS AN APPRENTICE FROM THE  
3 APPRENTICESHIP PROGRAM AND ANNUALLY NOTIFY THE BOARD OF THE  
4 TERMINATION OF THE EMPLOYMENT.

5 (7)(a) IF THE DEPARTMENT OF REGULATORY AGENCIES IS ABLE TO  
6 IMPLEMENT SUBSECTION (4) OF THIS SECTION, THE DEPARTMENT OF  
7 REGULATORY AGENCIES, IN CONSULTATION WITH THE BOARD, INDUSTRY  
8 STAKEHOLDERS, EXAMINATION PROCTORS, NATIONAL CODE  
9 ORGANIZATIONS, APPRENTICESHIP TRAINING COORDINATORS, AND THE  
10 DEPARTMENT OF LABOR AND EMPLOYMENT SHALL CONDUCT RESEARCH TO  
11 DETERMINE WHAT BARRIERS EXIST IN THE PREPARATION AND TAKING OF  
12 THE EXAMINATION PROVIDED FOR IN SECTION 12-155-110 FOR PLUMBING  
13 APPRENTICES FOR WHOM ENGLISH IS A SECOND LANGUAGE AND, ON OR  
14 BEFORE JANUARY 1, 2021, SHALL REPORT ITS FINDINGS, INCLUDING ANY  
15 LEGISLATIVE OR REGULATORY RECOMMENDATIONS, TO THE GENERAL  
16 ASSEMBLY.

17 (b) THIS SUBSECTION (7) IS REPEALED, EFFECTIVE JULY 1, 2021.

18 (8) THE DEPARTMENT MAY SEEK, ACCEPT, AND EXPEND GIFTS,  
19 GRANTS, OR DONATIONS FROM PRIVATE OR PUBLIC SOURCES FOR THE  
20 PURPOSES OF THIS SECTION.

21 **SECTION 3. Act subject to petition - effective date.** This act  
22 takes effect at 12:01 a.m. on the day following the expiration of the  
23 ninety-day period after final adjournment of the general assembly; except  
24 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
25 of the state constitution against this act or an item, section, or part of this  
26 act within such period, then the act, item, section, or part will not take  
27 effect unless approved by the people at the general election to be held in



- 1 November 2022 and, in such case, will take effect on the date of the
- 2 official declaration of the vote thereon by the governor.