

HOUSE COMMITTEE OF REFERENCE REPORT

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Chair of Committee

March 6, 2025  
Date

Committee on Business Affairs & Labor.

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

HB25-1130 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, **add** 24-92-115.5 as  
4 follows:

5 **24-92-115.5. Public projects - use of project labor agreements**  
6 **- definitions.** (1) AS USED IN THIS SECTION, UNLESS THE CONTEXT  
7 OTHERWISE REQUIRES:

8 (a) "AGENCY OF GOVERNMENT" HAS THE MEANING SET FORTH IN  
9 SECTION 24-92-201 (1).

10 (b) "CRAFT LABOR" MEANS EMPLOYEES WHO ARE ENGAGED IN THE  
11 CONSTRUCTION OF A PUBLIC PROJECT, INCLUDING ALL TRADES, CRAFTS,  
12 AND OCCUPATIONS THAT ARE PAID HOURLY.

13 (c) "LEAD CONTRACTOR" MEANS A GENERAL CONTRACTOR,  
14 CONSTRUCTION MANAGER, DEVELOPER, DESIGN BUILDER, OR OTHER PARTY  
15 THAT IS PRIMARILY RESPONSIBLE TO AN AGENCY OF GOVERNMENT FOR  
16 PERFORMING CONSTRUCTION UNDER A CONTRACT FOR A PUBLIC PROJECT.

17 (d) "PROJECT LABOR AGREEMENT" MEANS A PREHIRE COLLECTIVE  
18 BARGAINING AGREEMENT BETWEEN A LEAD CONTRACTOR FOR A PUBLIC  
19 PROJECT OF AN AGENCY OF GOVERNMENT AND CONSTRUCTION LABOR  
20 ORGANIZATIONS, INCLUDING BUT NOT LIMITED TO THE COLORADO  
21 BUILDING AND CONSTRUCTION TRADES COUNCIL AND ITS AFFILIATES OR A  
22 GROUP OF LABOR UNIONS COVERING THE AFFECTED TRADES NECESSARY  
23 TO PERFORM WORK ON THE PUBLIC PROJECT, THAT ESTABLISHES THE  
24 TERMS AND CONDITIONS OF EMPLOYMENT OF THE CONSTRUCTION  
25 WORKFORCE ON THE PUBLIC PROJECT. A PROJECT LABOR AGREEMENT  
26 MUST INCLUDE PROVISIONS THAT:

27 (I) SET FORTH EFFECTIVE, IMMEDIATE, AND MUTUALLY BINDING

1 PROCEDURES FOR RESOLVING JURISDICTIONAL LABOR DISPUTES AND  
2 GRIEVANCES ARISING BEFORE THE COMPLETION OF WORK;

3 (II) CONTAIN GUARANTEES AGAINST STRIKES, LOCKOUTS, OR  
4 SIMILAR ACTIONS;

5 (III) ENSURE A RELIABLE SOURCE OF TRAINED, SKILLED, AND  
6 EXPERIENCED CRAFT LABOR;

7 (IV) FURTHER PUBLIC POLICY OBJECTIVES REGARDING IMPROVED  
8 EMPLOYMENT OPPORTUNITIES FOR MINORITIES, WOMEN, OR OTHER  
9 ECONOMICALLY DISADVANTAGED POPULATIONS IN THE CONSTRUCTION  
10 INDUSTRY, INCLUDING PERSONS FROM DISPROPORTIONATELY IMPACTED  
11 COMMUNITIES, TO THE EXTENT PERMITTED BY STATE AND FEDERAL LAW;

12 (V) PERMIT THE SELECTION OF THE LOWEST QUALIFIED  
13 RESPONSIBLE BIDDER OR LOWEST QUALIFIED RESPONSIBLE OFFEROR  
14 WITHOUT REGARD TO UNION OR NON-UNION STATUS AT OTHER  
15 CONSTRUCTION SITES;

16 (VI) BIND ALL CONTRACTORS AND SUBCONTRACTORS ON THE  
17 PUBLIC PROJECT TO THE PROJECT LABOR AGREEMENT THROUGH THE  
18 INCLUSION OF APPROPRIATE BID SPECIFICATIONS IN ALL RELEVANT  
19 CONTRACT DOCUMENTS; AND

20 (VII) INCLUDE OTHER TERMS AS THE PARTIES DEEM APPROPRIATE.

21 (e) "PUBLIC PROJECT" HAS THE MEANING SET FORTH IN SECTION  
22 24-92-201 (5).

23 (2) AN AGENCY OF GOVERNMENT IS AUTHORIZED TO INCORPORATE  
24 A PROJECT LABOR AGREEMENT REQUIREMENT FOR A PUBLIC PROJECT IN  
25 THE AMOUNT OF ONE MILLION DOLLARS OR MORE IF THE PROJECT LABOR  
26 AGREEMENT WILL PROMOTE SUCCESSFUL PROJECT DELIVERY BY SECURING  
27 A SKILLED LABOR FORCE FOR THE PROJECT AND IF IT WILL PROMOTE COST  
28 EFFICIENCY, SAFETY, QUALITY, AND TIMELY COMPLETION OF THE PROJECT.  
29 THE DETERMINATION TO ENTER INTO A PROJECT LABOR AGREEMENT IS AT  
30 THE DISCRETION OF THE AGENCY OF GOVERNMENT.

31 **SECTION 2.** In Colorado Revised Statutes, 24-92-115, **amend**  
32 (1)(a) introductory portion as follows:

33 **24-92-115. Apprenticeship utilization requirements -**  
34 **mechanical, electrical, and plumbing contracts - public projects -**  
35 **definition.** (1) (a) Unless prohibited by applicable federal law, and  
36 except as otherwise provided in subsection (1)(b) of this section, the  
37 contract for any public ~~works~~ project that does not receive federal money,  
38 including a public project that will have an integrated project delivery  
39 contract pursuant to article 93 of this title 24, in the amount of one million  
40 dollars or more shall require the general contractor or other firm to which  
41 the contract is awarded to submit, at the time the mechanical, electrical,  
42 or plumbing subcontractor is put under contract, documentation to the  
43 agency of government that:

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

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