

First Regular Session  
Seventy-fifth General Assembly  
STATE OF COLORADO

INTRODUCED

LLS NO. 25-0256.03 Kristen Forrestal x4217

HOUSE BILL 25-1042

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HOUSE SPONSORSHIP

Bird,

SENATE SPONSORSHIP

Daugherty,

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House Committees  
Energy & Environment

Senate Committees

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A BILL FOR AN ACT

101 CONCERNING THE ESTABLISHMENT OF A WORKFORCE ADVISORY  
102 COUNCIL TO CONSIDER AIR QUALITY CONTROL RULES THAT  
103 IMPACT WORKFORCE ISSUES IN AFFECTED INDUSTRIES.

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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 the executive director of the department of public health and environment (department) to establish a workforce advisory council (council) on or before August 1, 2025, for the purposes of:

- Discussing recommendations concerning the incorporation of workforce impact analyses into the rule-making

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

- procedures for rules that impact air quality;
- Recommending standard procedures for the department and the air quality control commission (commission) to follow when conducting workforce impact analyses for inclusion in rule-making procedures; and
- Determining if the establishment of a full-time workforce advocate position would add value to the air quality control rule-making process.

The bill requires the department to report the council's recommendations to the general assembly on or before January 15, 2026.

After January 15, 2026, the council is required to:

- Meet at least 4 times per year;
- Continue to advise the department on the impact of proposed air quality control rules on matters related to employment; and
- Make ongoing recommendations to the governor, the department, and the commission on legislative and regulatory air quality control policies that impact employment matters.

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

2 **SECTION 1.** In Colorado Revised Statutes, **add** 25-7-110.9 as  
3 follows:

4 **25-7-110.9. Workforce advisory council - creation - purpose**  
5 **- air-quality control rule-making procedures - workforce impact**  
6 **analyses - reporting - definitions.** (1) AS USED IN THIS SECTION:

7 (a) "COUNCIL" MEANS THE WORKFORCE ADVISORY COUNCIL  
8 ESTABLISHED BY THE EXECUTIVE DIRECTOR PURSUANT TO SUBSECTION (2)  
9 OF THIS SECTION.

10 (b) "DEPARTMENT" MEANS THE DEPARTMENT OF PUBLIC HEALTH  
11 AND ENVIRONMENT.

12 (c) "EXECUTIVE DIRECTOR" MEANS THE EXECUTIVE DIRECTOR OF  
13 THE DEPARTMENT.

14 (d) "WORKFORCE IMPACT" MEANS THE PROBABLE IMPACT OF AIR

1 QUALITY CONTROL RULES PROPOSED BY THE DEPARTMENT, COMMISSION,  
2 OR AIR POLLUTION CONTROL DIVISION ON EMPLOYMENT THAT MAY RESULT  
3 IN JOB LOSS OR GAIN, WORKER DISPLACEMENT, WORKFORCE TRANSITIONS,  
4 EXPANSION OR DOWNSIZING OF BUSINESSES, MAJOR INDUSTRY-WIDE  
5 WORKFORCE CHANGE, DISRUPTION IN OPERATIONS, OR AN ECONOMIC  
6 IMPACT TO THE STATE.

7 (2) (a) ON OR BEFORE AUGUST 1, 2025, THE EXECUTIVE DIRECTOR  
8 SHALL ESTABLISH A WORKFORCE ADVISORY COUNCIL. THE PURPOSE OF  
9 THE COUNCIL IS TO DISCUSS RECOMMENDATIONS CONCERNING THE  
10 INCORPORATION OF WORKFORCE IMPACT ANALYSES INTO THE  
11 RULE-MAKING PROCEDURES FOR AIR QUALITY CONTROL RULES. THE  
12 COUNCIL CONSISTS OF SEVEN MEMBERS, APPOINTED AS FOLLOWS:

13 (I) THE EXECUTIVE DIRECTOR SHALL APPOINT THREE MEMBERS AS  
14 FOLLOWS TO THE COUNCIL TO SERVE INITIAL TERMS OF TWO YEARS:

15 (A) AN INDIVIDUAL FROM A LABOR ORGANIZATION OR  
16 PROFESSIONAL ASSOCIATION WHO REPRESENTS WORKERS IN A REGULATED  
17 INDUSTRY;

18 (B) AN INDIVIDUAL FROM A LABOR ORGANIZATION OR  
19 PROFESSIONAL ASSOCIATION WHO REPRESENTS WORKERS IN THE  
20 CONSTRUCTION INDUSTRY; AND

21 (C) A REPRESENTATIVE OF A REGULATED BUSINESS OR  
22 ASSOCIATION WHO HAS EXPERTISE IN WORKFORCE DEVELOPMENT;

23 (II) THE EXECUTIVE DIRECTOR SHALL APPOINT THREE MEMBERS AS  
24 FOLLOWS TO THE COUNCIL TO SERVE INITIAL TERMS OF THREE YEARS:

25 (A) A REPRESENTATIVE OF A REGULATED INDUSTRY WHO HAS  
26 EXPERTISE IN HUMAN RESOURCES IN REGULATED INDUSTRIES;

27 (B) A TRAINING DIRECTOR FOR A REGISTERED APPRENTICESHIP

1 PROGRAM, AS DEFINED IN SECTION 8-15.7-101 (13), WHO TRAINS WORKERS  
2 IN A REGULATED INDUSTRY; AND

3 (C) A RESIDENT OF COLORADO WHO IS AN EMPLOYEE OF A  
4 REGULATED BUSINESS; AND

5 (III) THE DIRECTOR OF THE OFFICE OF FUTURE OF WORK CREATED  
6 IN SECTION 8-15.8-103 SHALL APPOINT AN EMPLOYEE OF THE OFFICE TO  
7 SERVE AN INITIAL TERM OF TWO YEARS ON THE COUNCIL.

8 (b) AFTER A TERM OF SERVICE ON THE COUNCIL IS COMPLETE OR  
9 IF THERE IS A VACANCY , THE APPOINTING AUTHORITY SHALL APPOINT AN  
10 INDIVIDUAL WHO MEETS THE RELEVANT CRITERIA TO THE COUNCIL.

11 (3) THE COUNCIL SHALL:

12 (a) BETWEEN AUGUST 1, 2025, AND DECEMBER 31, 2025, MEET AT  
13 LEAST FOUR TIMES;

14 (b) BEFORE JANUARY 15, 2026, RECOMMEND CHANGES TO THE  
15 RULE-MAKING PROCEDURES OF THE EXECUTIVE DIRECTOR AND THE  
16 COMMISSION SO THAT WORKFORCE IMPACT ANALYSES ON MATTERS  
17 RELATED TO AIR QUALITY CONTROL ARE INCORPORATED AS NECESSARY  
18 INTO THE EXECUTIVE DIRECTOR'S AND COMMISSION'S RULE-MAKING  
19 PROCESSES;

20 (c) RECOMMEND STANDARD PROCEDURES FOR THE EXECUTIVE  
21 DIRECTOR AND COMMISSION TO FOLLOW WHEN CONDUCTING WORKFORCE  
22 IMPACT ANALYSES FOR INCLUSION IN RULE-MAKING PROCEDURES; AND

23 (d) DETERMINE IF ESTABLISHING A FULL-TIME WORKFORCE  
24 ADVOCATE POSITION IN THE DEPARTMENT TO ASSIST IN WORKFORCE  
25 IMPACT ANALYSIS AND DATA GATHERING AND IF THE ESTABLISHMENT OF  
26 PRESCRIBED ADVOCACY FOR WORKERS IN THE EXECUTIVE DIRECTOR'S AND  
27 COMMISSION'S RULE-MAKING PROCESSES WOULD ADD VALUE TO THE

1 PROCESS.

2 (4) IN THE DISCUSSIONS TO INCORPORATE WORKFORCE IMPACT  
3 ANALYSES INTO RULE-MAKING PROCEDURES PURSUANT TO SUBSECTION  
4 (3)(b) OF THIS SECTION, THE COUNCIL SHALL:

5 (a) CONSIDER THE WORKFORCE IMPACT OF A PROPOSED AIR  
6 QUALITY CONTROL RULE A DETERMINING FACTOR IN THE ADOPTION OF THE  
7 RULE;

8 (b) CONSIDER REASONABLE RULE-MAKING OPTIONS THAT SEEK TO  
9 MINIMIZE SIGNIFICANT JOB LOSS IN THE EXECUTION OF RULES THAT AFFECT  
10 AIR QUALITY;

11 (c) PROMOTE RULE-MAKING PROCEDURES AND OUTCOMES BASED  
12 ON A CONSIDERATION OF THE WORKFORCE IMPACT OF A RULE IN A  
13 CONSISTENT MANNER AND ON AN EQUAL BASIS AS THE OTHER FACTORS  
14 THAT THE EXECUTIVE DIRECTOR OR THE COMMISSION MUST CONSIDER IN  
15 THE RULE-MAKING PROCESS;

16 (d) SOLICIT FEEDBACK FROM REGULATED WORKERS, BUSINESS  
17 OWNERS, IMPACTED SECTORS OF INDUSTRY, AND OTHER AFFECTED  
18 ENTITIES; AND

19 (e) COORDINATE WITH THE EXECUTIVE DIRECTOR AND THE  
20 COMMISSION TO CREATE A PROCESS TO ALLOW FOR INFORMATION FROM  
21 WORKERS IN REGULATED INDUSTRIES WHO ARE UNABLE TO ATTEND OR  
22 PARTICIPATE IN THE RULE-MAKING HEARINGS TO BE ENTERED INTO THE  
23 RECORD OF THE RULE-MAKING PROCEEDING.

24 (5) THE STANDARD PROCEDURES RECOMMENDED BY THE COUNCIL  
25 PURSUANT TO SUBSECTION (3)(c) OF THIS SECTION MUST:

26 (a) INCLUDE PROCEDURES FOR THE COLLECTION OF DATA AND  
27 INFORMATION FROM WORKERS, EMPLOYERS, LABOR ORGANIZATIONS,

1 PROFESSIONAL ASSOCIATIONS, WORKER ADVOCATES, AND OTHER  
2 RELEVANT ORGANIZATIONS FOR USE IN CONDUCTING THE WORKFORCE  
3 IMPACT ANALYSES;

4 (b) INCLUDE WAYS TO INCORPORATE DIFFERING VIEWPOINTS INTO  
5 THE WORKFORCE IMPACT ANALYSES TO COMPLEMENT OR REBUT  
6 INFORMATION GATHERED FROM REGULATED WORKERS AND BUSINESSES;

7 (c) ALLOW FOR WORKFORCE IMPACT ANALYSES TO INCLUDE  
8 TESTIMONY, REPORTS, AND OTHER DATA-BASED INFORMATION DURING  
9 RULE-MAKING PROCEDURES THAT PROMOTE WORKFORCE RETENTION,  
10 WORKFORCE TRAINING, AND APPROPRIATE TRANSITIONS FOR DISPLACED  
11 WORKERS THAT MAY RESULT FROM THE IMPLEMENTATION OF SPECIFIC AIR  
12 QUALITY CONTROL RULES;

13 (d) PROMOTE THE MINIMIZATION OF JOB LOSS IN THE  
14 IMPLEMENTATION OF STATUTORY REQUIREMENTS THAT SEEK TO REDUCE  
15 GREENHOUSE GAS EMISSIONS AND IMPROVE AIR QUALITY;

16 (e) REQUIRE THE INCLUSION OF POSITIVE AND NEGATIVE IMPACTS  
17 OF THE PROPOSED RULES ON THE WORKFORCE; AND

18 (f) DETERMINE IF THERE ARE SPECIFIC RECOMMENDATIONS FOR  
19 WORKFORCE IMPACT ANALYSES THAT ARE UNIQUE TO THE UTILITY,  
20 MANUFACTURING, OR CONSTRUCTION INDUSTRY.

21 (6) ON OR BEFORE JANUARY 15, 2026, THE EXECUTIVE DIRECTOR  
22 SHALL REPORT THE COUNCIL'S RECOMMENDATIONS TO THE HOUSE OF  
23 REPRESENTATIVES AGRICULTURE, WATER, AND NATURAL RESOURCES  
24 COMMITTEE AND THE SENATE AGRICULTURE AND NATURAL RESOURCES  
25 COMMITTEE.

26 (7) AFTER THE EXECUTIVE DIRECTOR REPORTS THE  
27 RECOMMENDATIONS TO THE GENERAL ASSEMBLY PURSUANT TO

1 SUBSECTION (6) OF THIS SECTION, THE COUNCIL SHALL:

2 (a) MEET AT LEAST FOUR TIMES PER CALENDAR YEAR AND AS  
3 NECESSARY BASED ON SCHEDULED RULE-MAKING PROCEDURES;

4 (b) ADVISE THE EXECUTIVE DIRECTOR AND THE COMMISSION IN  
5 THEIR RULE-MAKING PROCEEDINGS ON MATTERS RELATED TO THE IMPACT  
6 OF PROPOSED RULES ON EMPLOYMENT AND WORKFORCE DEVELOPMENT  
7 AND TRAINING IN IMPACTED INDUSTRIES AND ON MATTERS RELATED TO  
8 DISPLACED WORKERS AND TRANSITIONS IN THE WORKFORCE;

9 (c) MAKE RECOMMENDATIONS TO THE GOVERNOR, THE  
10 DEPARTMENT, AND THE COMMISSION ON LEGISLATIVE AND REGULATORY  
11 AIR QUALITY CONTROL POLICIES THAT IMPACT EMPLOYMENT, WORKFORCE  
12 DEVELOPMENT AND TRAINING, AND WORKFORCE TRANSITIONS; AND

13 (d) ANNUALLY REPORT ON THE ACTIVITIES OF THE COUNCIL AS A  
14 PART OF THE DEPARTMENT'S PRESENTATION TO ITS COMMITTEE OF  
15 REFERENCE AT A HEARING HELD PURSUANT TO SECTION 2-7-203 (2)(a) OF  
16 THE "STATE MEASUREMENT FOR ACCOUNTABLE, RESPONSIVE, AND  
17 TRANSPARENT (SMART) GOVERNMENT ACT".

18 **SECTION 2. Safety clause.** The general assembly finds,  
19 determines, and declares that this act is necessary for the immediate  
20 preservation of the public peace, health, or safety or for appropriations for  
21 the support and maintenance of the departments of the state and state  
22 institutions.