

**First Regular Session
Seventy-fifth General Assembly
STATE OF COLORADO**

INTRODUCED

LLS NO. 25-0509.01 Josh Schultz x5486

HOUSE BILL 25-1284

HOUSE SPONSORSHIP

Duran,

SENATE SPONSORSHIP

Sullivan,

House Committees
Business Affairs & Labor

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING THE REGULATION OF APPRENTICES IN LICENSED TRADES.**

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>.)

Current law requires an electrical employer, plumbing employer, or apprenticeship program registered with the United States department of labor or a state apprenticeship agency recognized by the United States department of labor that employs an apprentice in this state (employer) to register an apprentice with the employer's respective governing board (board) within 30 days after beginning employment. When an apprentice is no longer employed as an apprentice, the bill requires the employer to remove the apprentice from the apprenticeship program and notify the

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.

applicable board of the termination of the employment no later than 30 days after the termination of the employment.

On and after January 1, 2027, an employer is also required to renew an apprentice's registration with the employer's board at least once every 12 months. The employer must provide specified information to the board when renewing the apprentice's registration. The board may charge a registration fee to pay for the costs of maintaining an apprenticeship registration database.

An employer is prohibited from registering an apprentice's registration with a board unless the apprentice is enrolled in an apprenticeship program training the apprentice for an occupation officially recognized by the United States department of labor as an electrical occupation for an electrical apprenticeship or a plumbing occupation for a plumbing apprenticeship. Each calendar quarter, the state apprenticeship agency shall publish a list of the apprenticeship programs that train apprentices for an occupation officially recognized by the United States department of labor as an electrical occupation or a plumbing occupation.

On or before July 1, 2026, the bill requires the state apprenticeship agency and the department of regulatory agencies to establish data-sharing agreements and policies to enable the entities to determine if there are apprentices registered with a board who are enrolled to be trained for occupations other than electrical or plumbing occupations and who are therefore ineligible for registration with the board. If the board cannot verify that an apprentice is eligible to be registered as an apprentice within 30 days after notice of noncompliance, the board shall remove the apprentice's registration with the board, and the noncompliant apprentice shall not perform work as a plumbing or electrical apprentice in the state.

An employer of an electrical apprentice may authorize the electrical apprentice to take the residential wireman's license examination instead of the journeyman electrician license examination if:

- The employer determines that the relevant practical experience of the apprentice is best suited to pursue the residential wireman's license instead of a journeyman electrician license; or
- The employer determines that the apprentice would be more likely to achieve an electrical license by pursuing a residential wireman's license.

If an electrical apprentice has failed to pass a license examination in 2 consecutive 3-year periods, the apprentice may request an exemption from the board from future examination requirements. The board shall grant the exemption if:

- The board determines that the apprentice has legitimate educational or professional circumstances that justify the

- exemption; or
- The apprentice has passed the residential wireman's license examination and is only performing residential electrical work.

An employer of a plumbing apprentice may authorize the plumbing apprentice to take the residential plumber's license examination instead of the journeyworker plumber's license examination if:

- The employer determines that the relevant practical experience of the apprentice is best suited to pursue the residential plumber's license instead of a journeyworker plumber's license; or
- The employer determines that the apprentice would be more likely to achieve a plumber's license by pursuing a residential plumber's license.

If a plumbing apprentice has failed to pass a license examination in 2 consecutive 2-year periods, the plumbing apprentice may request an exemption from the board from future examination requirements. The board shall grant the exemption if:

- The board determines that the apprentice has legitimate educational or professional circumstances that justify the exemption; or
- The apprentice has passed the residential plumber's license examination and is only performing residential plumbing work.

Current law requires that, if the cumulative training and classroom hours of an apprentice are not properly reported to the board or if an apprentice fails to take a license examination within a specified time frame, the board shall suspend the apprentice's license. The bill allows the board to instead declare the apprentice's registration status "inactive" and creates procedures for the board to restore the apprentice's registration status to "active".

A board may sanction an employer that consistently and willfully demonstrates a lack of compliance or whose apprentices show a significant pattern of noncompliance with the bill.

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), (3)(c), (4), and (5)(a); and **add** (3)(d), (3.5), (5)(c), and (8) as
4 follows:

5 **12-115-115. Apprentices - supervision - registration - data**

1 **sharing agreement - examination exemption - discipline - rules.**

2 (3) (a) Upon employing an apprentice to work at the trade, ~~the AN~~
3 electrical contractor OR AN APPRENTICESHIP PROGRAM REGISTERED WITH
4 THE UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP
5 AGENCY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR,
6 within thirty days after the initial employment, shall register the
7 apprentice with the board. The employer shall also remove each
8 apprentice that is no longer employed as an apprentice from the
9 apprenticeship program and ~~annually~~ notify the board of the termination
10 of the employment NO LATER THAN THIRTY DAYS AFTER THE
11 TERMINATION OF THE EMPLOYMENT.

12 (c) By January 1 each year, an electrical contractor, an
13 apprenticeship program registered with the United States department of
14 ~~labor's office of apprenticeship, and~~ LABOR OR a state apprenticeship
15 agency recognized by the United States department of labor that employs
16 an apprentice in this state shall report to the board the name and contact
17 information of each apprentice in the apprenticeship program and the
18 cumulative number of practical training hours and certified classroom
19 hours each apprentice has completed toward the journeyman electrician
20 licensure requirements specified in section 12-115-110. The board shall
21 keep the information reported pursuant to this subsection (3)(c)
22 confidential from all parties other than from the apprentice through the
23 apprentice's individual registration account. The department of regulatory
24 agencies shall ~~if existing resources are available or if the department~~
25 ~~receives gifts, grants, or donations pursuant to subsection (7) of this~~
26 ~~section,~~ indicate whether the apprentice has completed the required
27 practical training hours and classroom hours in the department of

1 regulatory agency's AGENCIES' online apprenticeship directory.

2 (d) (I) ON AND AFTER JANUARY 1, 2027, AN ELECTRICAL
3 CONTRACTOR OR AN APPRENTICESHIP PROGRAM REGISTERED WITH THE
4 UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP
5 AGENCY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR
6 THAT EMPLOYS AN APPRENTICE IN THIS STATE SHALL APPLY TO RENEW THE
7 APPRENTICE'S REGISTRATION WITH THE BOARD AT LEAST ONCE EVERY
8 TWELVE MONTHS. THE BOARD SHALL NOT RENEW AN APPRENTICE'S
9 REGISTRATION UNLESS THE ELECTRICAL CONTRACTOR OR APPRENTICESHIP
10 PROGRAM PROVIDES THE FOLLOWING INFORMATION:

11 (A) THE CUMULATIVE NUMBER OF PRACTICAL TRAINING HOURS
12 AND CERTIFIED CLASSROOM HOURS EACH APPRENTICE HAS COMPLETED
13 TOWARD THE JOURNEYMAN ELECTRICIAN LICENSURE REQUIREMENTS
14 SPECIFIED IN SECTION 12-115-110 IN THE PREVIOUS TWELVE MONTHS;

15 (B) INFORMATION ABOUT THE TRAINING PROGRAM IN WHICH THE
16 APPRENTICE IS ENROLLED, INCLUDING THE NAME OF THE ELECTRICAL
17 CONTRACTOR OR APPRENTICESHIP PROGRAM REGISTERING THE
18 APPRENTICE, THE CONTACT INFORMATION FOR THE ELECTRICAL
19 CONTRACTOR OR APPRENTICESHIP PROGRAM, AND WHETHER THE TRAINING
20 PROGRAM IS SPONSORED BY AN ELECTRICAL CONTRACTOR OR AN
21 APPRENTICESHIP PROGRAM. AN APPRENTICESHIP PROGRAM SHALL
22 INDICATE WHETHER THE APPRENTICESHIP PROGRAM IS REGISTERED WITH
23 THE UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP
24 AGENCY.

25 (C) FOR AN APPRENTICE WHO HAS BEEN REGISTERED FOR AT LEAST
26 SIX YEARS, HAS COMPLETED EIGHT THOUSAND HOURS OF PRACTICAL
27 TRAINING, AND MEETS THE JOURNEYMAN ELECTRICIAN LICENSE

1 REQUIREMENTS DESCRIBED IN SECTION 12-115-110 (2), THE ELECTRICAL
2 CONTRACTOR OR APPRENTICESHIP PROGRAM SHALL INDICATE IF THE
3 APPRENTICE HAS TAKEN THE JOURNEYMAN ELECTRICIAN LICENSE
4 EXAMINATION AS REQUIRED BY STATUTE OR IF THE APPRENTICE HAS BEEN
5 GRANTED AN EXEMPTION BY THE BOARD; AND

6 (D) THE NAME AND CONTACT INFORMATION OF THE APPRENTICE,
7 INCLUDING A CURRENT EMAIL ADDRESS, PHONE NUMBER, AND MAILING
8 ADDRESS. THE REGISTERED ELECTRICAL CONTRACTOR OR APPRENTICESHIP
9 PROGRAM SHALL UPDATE THIS INFORMATION AS NECESSARY.

10 (II) THE BOARD SHALL MAINTAIN AN APPRENTICESHIP
11 REGISTRATION DATABASE OF APPRENTICES IN COLORADO WHO ARE UNDER
12 THE SUPERVISION OF A LICENSED ELECTRICIAN USING THE INFORMATION
13 PROVIDED PURSUANT TO THIS SUBSECTION (3)(d).

14 (III) THE BOARD SHALL NOT REGISTER AN APPRENTICE UNLESS THE
15 REGISTERED ELECTRICAL CONTRACTOR OR APPRENTICESHIP PROGRAM
16 THAT EMPLOYS THE APPRENTICE PROVIDES THE INFORMATION REQUIRED
17 BY SUBSECTION (3)(d)(I) OF THIS SECTION.

18 (IV) THE BOARD MAY DETERMINE AND CHARGE REASONABLE
19 REGISTRATION FEES TO MAINTAIN THE APPRENTICESHIP REGISTRATION
20 DATABASE ESTABLISHED PURSUANT TO THIS SUBSECTION (3)(d).

21 (3.5) (a) (I) AN ELECTRICAL CONTRACTOR OR APPRENTICESHIP
22 PROGRAM SHALL NOT REGISTER WITH THE BOARD PURSUANT TO
23 SUBSECTION (3) OF THIS SECTION AN APPRENTICE WHO IS IN AN
24 APPRENTICESHIP PROGRAM REGISTERED WITH THE UNITED STATES
25 DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY
26 RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR UNLESS THE
27 APPRENTICE IS ENROLLED IN AN APPRENTICESHIP PROGRAM TRAINING THE

1 APPRENTICE FOR AN OCCUPATION OFFICIALLY RECOGNIZED BY THE UNITED
2 STATES DEPARTMENT OF LABOR AS AN ELECTRICAL OCCUPATION, AS
3 DEFINED BY THE UNITED STATES DEPARTMENT OF LABOR, BUREAU OF
4 LABOR STATISTICS, OCCUPATIONAL EMPLOYMENT AND WAGE STATISTICS
5 OCCUPATION CODE 47.2111.

6 (II) EACH CALENDAR QUARTER, THE STATE APPRENTICESHIP
7 AGENCY SHALL PUBLISH A LIST OF ELECTRICAL APPRENTICESHIP
8 PROGRAMS THAT TRAIN APPRENTICES FOR AN OCCUPATION OFFICIALLY
9 RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR AS AN
10 ELECTRICAL OCCUPATION, AS DEFINED BY THE UNITED STATES
11 DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS, OCCUPATIONAL
12 EMPLOYMENT AND WAGE STATISTICS OCCUPATION CODE 47.2111.

13 (b) ON OR BEFORE JULY 1, 2026, THE STATE APPRENTICESHIP
14 AGENCY AND THE DEPARTMENT SHALL ESTABLISH DATA-SHARING
15 AGREEMENTS AND POLICIES, INCLUDING PERFORMING THE FOLLOWING:

16 (I) AT LEAST ONCE PER CALENDAR QUARTER, THE STATE
17 APPRENTICESHIP AGENCY SHALL PROVIDE A LIST OF THE APPROVED
18 ELECTRICAL APPRENTICESHIP PROGRAMS THAT ARE REGISTERED WITH THE
19 STATE APPRENTICESHIP AGENCY AND A LIST OF THE APPRENTICES
20 REGISTERED IN THOSE PROGRAMS WHO ARE ELIGIBLE TO REGISTER AS
21 ELECTRICAL APPRENTICES WITH THE BOARD PURSUANT TO SUBSECTION
22 (3.5)(a) OF THIS SECTION.

23 (II) AT LEAST ONCE PER CALENDAR QUARTER, THE BOARD SHALL
24 PROVIDE THE STATE APPRENTICESHIP AGENCY A LIST OF THE ELECTRICAL
25 APPRENTICES REGISTERED WITH THE BOARD. AT A REASONABLE TIME
26 AFTER RECEIPT OF THE LIST, THE STATE APPRENTICESHIP AGENCY SHALL
27 PROVIDE THE BOARD WITH A LIST OF ELECTRICAL APPRENTICES

1 REGISTERED WITH THE BOARD WHO ARE ENROLLED TO BE TRAINED FOR
2 OCCUPATIONS OTHER THAN ELECTRICAL OCCUPATIONS AND WHO ARE
3 THEREFORE INELIGIBLE FOR REGISTRATION WITH THE BOARD PURSUANT TO
4 SUBSECTION (3.5)(a) OF THIS SECTION. THE BOARD SHALL REVIEW THE
5 LIST SENT BY THE STATE APPRENTICESHIP AGENCY TO DETERMINE IF THE
6 ELECTRICAL APPRENTICES ARE IN COMPLIANCE WITH SUBSECTION (3.5)(a)
7 OF THIS SECTION.

8 (III) THE BOARD SHALL INDICATE, FOR EACH ELECTRICAL
9 APPRENTICE REGISTERED WITH THE BOARD, IF THE APPRENTICE'S
10 REGISTRATION IS SPONSORED BY:

11 (A) AN ELECTRICAL CONTRACTOR;

12 (B) AN ELECTRICAL TRAINING PROGRAM THAT IS NOT AN
13 APPRENTICESHIP PROGRAM REGISTERED WITH THE UNITED STATES
14 DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY
15 RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR; OR

16 (C) AN ELECTRICAL APPRENTICESHIP PROGRAM REGISTERED WITH
17 THE UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP
18 AGENCY.

19 (c) (I) IF THE BOARD DETERMINES THAT AN APPRENTICE IS NOT IN
20 COMPLIANCE WITH SUBSECTION (3.5)(a) OF THIS SECTION, THE BOARD
21 SHALL NOTIFY THE ELECTRICAL CONTRACTOR OR APPRENTICESHIP
22 PROGRAM THAT REGISTERED THE APPRENTICE WITH THE BOARD. WITHIN
23 THIRTY DAYS AFTER NOTIFICATION OF NONCOMPLIANCE, THE ELECTRICAL
24 CONTRACTOR OR APPRENTICESHIP PROGRAM SHALL PROVIDE PROOF THAT
25 THE APPRENTICE IS ELIGIBLE TO BE REGISTERED AS AN ELECTRICAL
26 APPRENTICE WITH THE BOARD. IF THE BOARD VERIFIES WITHIN THIRTY
27 DAYS AFTER NOTIFICATION OF NONCOMPLIANCE THAT THE APPRENTICE IS

1 ELIGIBLE TO BE REGISTERED AS AN ELECTRICAL APPRENTICE, THE
2 APPRENTICE WILL REMAIN REGISTERED WITH THE BOARD.

3 (II) IF THE BOARD CANNOT VERIFY THAT AN APPRENTICE IS
4 ELIGIBLE TO BE REGISTERED AS AN ELECTRICAL APPRENTICE WITHIN
5 THIRTY DAYS AFTER NOTICE OF NONCOMPLIANCE PURSUANT TO
6 SUBSECTION (3.5)(c)(I) OF THIS SECTION, THE BOARD SHALL REMOVE THE
7 APPRENTICE'S REGISTRATION WITH THE BOARD, AND THE NONCOMPLIANT
8 APPRENTICE SHALL NOT PERFORM WORK AS AN ELECTRICAL APPRENTICE
9 IN THE STATE.

10 (III) THIS SUBSECTION (3.5) DOES NOT APPLY TO AN ELECTRICAL
11 APPRENTICE REGISTERED WITH THE BOARD WHOSE REGISTRATION IS
12 SPONSORED BY AN ELECTRICAL CONTRACTOR OR OTHER ELECTRICAL
13 TRAINING PROGRAM THAT IS NOT AN APPRENTICESHIP PROGRAM
14 REGISTERED WITH THE UNITED STATES DEPARTMENT OF LABOR OR A
15 STATE APPRENTICESHIP AGENCY.

16 ~~(4) On and after January 1, 2021, contingent on the availability of~~
17 ~~existing resources within the department or the receipt of gifts, grants,~~
18 ~~and donations pursuant to subsection (7) of this section.~~

19 (4) (a) (I) An apprentice who has been registered for at least six
20 years, has completed eight thousand hours of practical training, and meets
21 ~~all other~~ THE journeyman electrician license requirements specified in
22 section 12-115-110 ~~shall~~ MUST take the journeyman electrician license
23 examination at least every three years in alignment with the license
24 renewal cycle until the apprentice receives a passing score. AN
25 ELECTRICAL CONTRACTOR OR AN APPRENTICESHIP PROGRAM REGISTERED
26 WITH THE UNITED STATES DEPARTMENT OF LABOR OR A STATE
27 APPRENTICESHIP AGENCY RECOGNIZED BY THE UNITED STATES

1 DEPARTMENT OF LABOR MAY AUTHORIZE, THROUGH WRITTEN
2 AUTHORIZATION PROVIDED TO THE BOARD, AN APPRENTICE TO TAKE THE
3 RESIDENTIAL WIREMAN'S LICENSE EXAMINATION TO SATISFY THE
4 REQUIREMENTS OF THIS SUBSECTION (4)(a)(I) IF:

5 (A) THE ELECTRICAL CONTRACTOR OR APPRENTICESHIP PROGRAM
6 DETERMINES THAT THE RELEVANT PRACTICAL EXPERIENCE OF THE
7 APPRENTICE IS BEST SUITED TO PURSUE THE RESIDENTIAL WIREMAN'S
8 LICENSE INSTEAD OF A JOURNEYMAN ELECTRICIAN LICENSE; OR

9 (B) THE ELECTRICAL CONTRACTOR OR APPRENTICESHIP PROGRAM
10 DETERMINES THAT THE APPRENTICE WOULD BE MORE LIKELY TO ACHIEVE
11 AN ELECTRICAL LICENSE BY PURSUING A RESIDENTIAL WIREMAN'S LICENSE.

12 (II) If an apprentice has failed to pass the license examination in
13 two consecutive three-year periods, the apprentice may request an
14 exemption from the board from future examination requirements. The
15 board shall grant the exemption if: ~~the board determines that the~~
16 ~~apprentice has legitimate educational or professional circumstances that~~
17 ~~justify the exemption. The board shall promulgate rules concerning the~~
18 ~~process of requesting and approving license examination exemptions.~~

19 (A) THE BOARD DETERMINES THAT THE APPRENTICE HAS
20 LEGITIMATE EDUCATIONAL OR PROFESSIONAL CIRCUMSTANCES THAT
21 JUSTIFY THE EXEMPTION; OR

22 (B) THE APPRENTICE HAS PASSED THE RESIDENTIAL WIREMAN'S
23 LICENSE EXAMINATION AND IS ONLY PERFORMING RESIDENTIAL
24 ELECTRICAL WORK.

25 (III) THE BOARD SHALL ADOPT RULES CONCERNING THE PROCESS
26 OF REQUESTING AND APPROVING LICENSE EXAMINATION EXCEPTIONS AND
27 EXEMPTIONS PURSUANT TO SUBSECTIONS (4)(a)(I) AND (4)(a)(II) OF THIS

1 SECTION.

2 (b) (I) An apprentice who has been registered for at least six years
3 and who does not meet the journeyman electrician license requirements
4 specified in section 12-115-110 shall take the journeyman electrician
5 license examination at least once every three years in alignment with the
6 license renewal cycle until the apprentice receives a passing score. Once
7 the apprentice passes the license examination, the apprentice must meet
8 all other journeyman electrician license requirements specified in section
9 12-115-110 before the board may issue a journeyman electrician license
10 to the apprentice.

11 (II) AN INDIVIDUAL HOLDING A RESIDENTIAL WIREMAN'S LICENSE
12 WHO REGISTERS WITH THE DEPARTMENT AS AN APPRENTICE TO PERFORM
13 COMMERCIAL ELECTRICAL WORK BEYOND THE SCOPE OF THE RESIDENTIAL
14 WIREMAN'S LICENSE IS REQUIRED TO TAKE THE JOURNEYMAN ELECTRICIAN
15 LICENSE EXAMINATION AS REQUIRED BY THIS SUBSECTION (4)(b).

16 (5) (a) (I) If the cumulative training and classroom hours of an
17 apprentice are not reported as required by subsection (3)(c) of this section
18 or if an apprentice fails to take the license examination as required by
19 subsection (4) of this section, the board ~~may suspend~~ SHALL DECLARE the
20 apprentice's registration ~~until the requirements are met~~ STATUS
21 "INACTIVE" PURSUANT TO SUBSECTIONS (5)(a)(II) AND (5)(a)(III) OF THIS
22 SECTION.

23 (II) ON AND AFTER JULY 1, 2026, THE BOARD SHALL PRODUCE AND
24 REVIEW A LIST OF APPRENTICES WHO ARE NOT IN COMPLIANCE AT THE END
25 OF EACH THREE-YEAR LICENSE RENEWAL PERIOD, NOTIFY EACH
26 ELECTRICAL CONTRACTOR OF ANY APPRENTICES THAT ARE IN
27 NONCOMPLIANCE STATUS, AND PROVIDE NOTICE THAT THE APPRENTICE

1 HAS NINETY CALENDAR DAYS AFTER THE DATE OF RECEIPT OF THE NOTICE
2 OF NONCOMPLIANCE TO MEET THE REQUIREMENTS OF THIS SECTION. THE
3 BOARD MAY PROVIDE EARLIER OR MORE FREQUENT COMPLIANCE UPDATES
4 TO ELECTRICAL CONTRACTORS AT THE BOARD'S DISCRETION.

5 (III) THE REGISTRATION STATUS OF AN APPRENTICE WHO IS NOT IN
6 COMPLIANCE NINETY CALENDAR DAYS AFTER THE DATE OF RECEIPT OF THE
7 NOTICE OF NONCOMPLIANCE PROVIDED PURSUANT TO SUBSECTION
8 (5)(a)(II) OF THIS SECTION IS DECLARED "INACTIVE". AFTER THE BOARD
9 DETERMINES THAT THE APPRENTICE IS IN COMPLIANCE, THEIR
10 REGISTRATION STATUS IS RESTORED TO ACTIVE BY THE BOARD, AND THE
11 APPRENTICE MAY RESUME WORK.

12 (c) THIS SECTION DOES NOT REQUIRE AN INDIVIDUAL WHO HAS
13 EARNED A MASTER ELECTRICIAN'S LICENSE TO TAKE THE JOURNEYMAN
14 ELECTRICIAN LICENSE EXAMINATION.

15 (8) THE BOARD MAY SANCTION AN ELECTRICAL CONTRACTOR THAT
16 CONSISTENTLY AND WILLFULLY DEMONSTRATES A LACK OF COMPLIANCE
17 WITH THIS SECTION OR WHOSE APPRENTICES SHOW A SIGNIFICANT PATTERN
18 OF NONCOMPLIANCE UNDER THIS SECTION.

19 **SECTION 2.** In Colorado Revised Statutes, 12-155-108, **amend**
20 (2)(a) as follows:

21 **12-155-108. Plumber must have license - registration - control**
22 **and supervision - rules.** (2) (a) All plumbing apprentices working for
23 plumbing contractors pursuant to this article 155 and all apprentices
24 working under the supervision of ~~any~~ A licensed plumber pursuant to
25 section 12-155-124 shall, within thirty days after the date of initial
26 employment, be registered with the board. THE PLUMBING CONTRACTOR
27 SHALL REMOVE EACH APPRENTICE THAT IS NO LONGER EMPLOYED AS AN

1 APPRENTICE FROM THE APPRENTICESHIP PROGRAM AND NOTIFY THE BOARD
2 OF THE TERMINATION OF THE EMPLOYMENT NO LATER THAN THIRTY DAYS
3 AFTER THE TERMINATION OF THE EMPLOYMENT.

4 **SECTION 3.** In Colorado Revised Statutes, 12-155-124, **amend**
5 (3), (4), and (5)(a); and **add** (3.5), (5)(c), and (9) as follows:

6 **12-155-124. Apprentices - registration - data sharing**
7 **agreement - examination exemption - discipline - rules.** (3) (a) By July
8 1 each year, a registered plumbing contractor, an apprenticeship program
9 registered with the United States department of ~~labor's office of~~
10 ~~apprenticeship and~~ LABOR, OR a state apprenticeship agency recognized
11 by the United States department of labor that employs a plumbing
12 apprentice in this state shall report to the board the name and contact
13 information of each plumbing apprentice in the apprenticeship program
14 and the cumulative number of practical training hours each plumbing
15 apprentice has completed toward the licensure requirements specified in
16 section 12-155-110. The board shall keep the information reported
17 pursuant to this subsection (3) confidential from all parties other than
18 from the plumbing apprentice through the plumbing apprentice's
19 individual registration account. The department of regulatory agencies
20 shall ~~if existing resources are available or if the department receives gifts,~~
21 ~~grants, or donations pursuant to subsection (8) of this section,~~ indicate
22 whether the plumbing apprentice has completed the required practical
23 training hours in the department of regulatory agencies' online
24 apprenticeship directory.

25 (b) (I) ON AND AFTER JANUARY 1, 2027, A REGISTERED PLUMBING
26 CONTRACTOR OR AN APPRENTICESHIP PROGRAM REGISTERED WITH THE
27 UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP

1 AGENCY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR
2 THAT EMPLOYS A PLUMBING APPRENTICE IN THIS STATE SHALL APPLY TO
3 RENEW THE PLUMBING APPRENTICE'S REGISTRATION WITH THE BOARD AT
4 LEAST ONCE EVERY TWELVE MONTHS. THE BOARD SHALL NOT RENEW A
5 PLUMBING APPRENTICE'S REGISTRATION UNLESS THE REGISTERED
6 PLUMBING CONTRACTOR OR APPRENTICESHIP PROGRAM PROVIDES THE
7 FOLLOWING INFORMATION:

8 (A) THE CUMULATIVE NUMBER OF PRACTICAL TRAINING HOURS
9 AND CERTIFIED CLASSROOM HOURS EACH PLUMBING APPRENTICE HAS
10 COMPLETED TOWARD THE PLUMBING LICENSURE REQUIREMENTS SPECIFIED
11 IN SECTION 12-155-110 IN THE PREVIOUS TWELVE MONTHS;

12 (B) INFORMATION ABOUT THE TRAINING PROGRAM IN WHICH THE
13 PLUMBING APPRENTICE IS ENROLLED, INCLUDING THE NAME OF THE
14 REGISTERED PLUMBING CONTRACTOR OR APPRENTICESHIP PROGRAM
15 REGISTERING THE PLUMBING APPRENTICE, THE CONTACT INFORMATION
16 FOR THE REGISTERED PLUMBING CONTRACTOR OR APPRENTICESHIP
17 PROGRAM, AND WHETHER THE TRAINING PROGRAM IS SPONSORED BY A
18 REGISTERED PLUMBING CONTRACTOR OR AN APPRENTICESHIP PROGRAM.
19 AN APPRENTICESHIP PROGRAM SHALL INDICATE WHETHER THE
20 APPRENTICESHIP PROGRAM IS REGISTERED WITH THE UNITED STATES
21 DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY.

22 (C) FOR A PLUMBING APPRENTICE WHO HAS BEEN REGISTERED FOR
23 AT LEAST SIX YEARS, HAS COMPLETED THE MINIMUM LEVEL OF
24 EXPERIENCE REQUIRED FOR AN APPLICANT TO RECEIVE A JOURNEYWORKER
25 PLUMBER'S LICENSE, AND HAS COMPLETED ALL OF THE LICENSE
26 REQUIREMENTS DESCRIBED IN SECTION 12-155-110, THE REGISTERED
27 PLUMBING CONTRACTOR OR APPRENTICESHIP PROGRAM SHALL INDICATE

1 IF THE PLUMBING APPRENTICE HAS TAKEN THE JOURNEYWORKER
2 PLUMBER'S LICENSE EXAMINATION AS REQUIRED BY STATUTE OR IF THE
3 APPRENTICE HAS BEEN GRANTED AN EXEMPTION BY THE BOARD; AND

4 (D) THE NAME AND CONTACT INFORMATION OF THE PLUMBING
5 APPRENTICE, INCLUDING A CURRENT EMAIL ADDRESS, PHONE NUMBER,
6 AND MAILING ADDRESS. THE REGISTERED PLUMBING CONTRACTOR OR
7 APPRENTICESHIP PROGRAM SHALL UPDATE THIS INFORMATION AS
8 NECESSARY.

9 (II) THE BOARD SHALL MAINTAIN AN APPRENTICESHIP
10 REGISTRATION DATABASE OF PLUMBING APPRENTICES IN COLORADO WHO
11 ARE UNDER THE SUPERVISION OF A LICENSED PLUMBER USING THE
12 INFORMATION PROVIDED PURSUANT TO THIS SUBSECTION (3)(b).

13 (III) THE BOARD SHALL NOT REGISTER A PLUMBING APPRENTICE
14 UNLESS THE REGISTERED PLUMBING CONTRACTOR OR APPRENTICESHIP
15 PROGRAM THAT EMPLOYS THE APPRENTICE PROVIDES THE INFORMATION
16 REQUIRED BY SUBSECTION (3)(b)(I) OF THIS SECTION.

17 (IV) THE BOARD MAY DETERMINE AND CHARGE REASONABLE
18 REGISTRATION FEES TO MAINTAIN THE APPRENTICESHIP REGISTRATION
19 DATABASE ESTABLISHED PURSUANT TO THIS SUBSECTION (3)(b).

20 (3.5) (a) (I) A REGISTERED PLUMBING CONTRACTOR OR
21 APPRENTICESHIP PROGRAM SHALL NOT REGISTER WITH THE BOARD
22 PURSUANT TO SUBSECTION (3) OF THIS SECTION A PLUMBING APPRENTICE
23 WHO IS IN AN APPRENTICESHIP PROGRAM REGISTERED WITH THE UNITED
24 STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY
25 RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR UNLESS THE
26 PLUMBING APPRENTICE IS ENROLLED IN AN APPRENTICESHIP PROGRAM
27 TRAINING THE PLUMBING APPRENTICE FOR AN OCCUPATION OFFICIALLY

1 RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR AS A
2 PLUMBING OCCUPATION, AS DEFINED BY THE UNITED STATES DEPARTMENT
3 OF LABOR, BUREAU OF LABOR STATISTICS, OCCUPATIONAL EMPLOYMENT
4 AND WAGE STATISTICS OCCUPATION CODES 17.3013, 47.2152, AND
5 49.9021.

6 (II) EACH CALENDAR QUARTER, THE STATE APPRENTICESHIP
7 AGENCY SHALL PUBLISH A LIST OF THE PLUMBING APPRENTICESHIP
8 PROGRAMS THAT TRAIN PLUMBING APPRENTICES FOR AN OCCUPATION
9 OFFICIALLY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR
10 AS A PLUMBING OCCUPATION, AS DEFINED BY THE UNITED STATES
11 DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS, OCCUPATIONAL
12 EMPLOYMENT AND WAGE STATISTICS OCCUPATION CODES 17.3013,
13 47.2152, AND 49.9021.

14 (b) ON OR BEFORE JULY 1, 2026, THE STATE APPRENTICESHIP
15 AGENCY AND THE DEPARTMENT SHALL ESTABLISH DATA-SHARING
16 AGREEMENTS AND POLICIES, INCLUDING PERFORMING THE FOLLOWING:

17 (I) AT LEAST ONCE PER CALENDAR QUARTER, THE STATE
18 APPRENTICESHIP AGENCY SHALL PROVIDE A LIST OF THE APPROVED
19 REGISTERED PLUMBING APPRENTICESHIP PROGRAMS THAT ARE
20 REGISTERED WITH THE STATE APPRENTICESHIP AGENCY AND A LIST OF THE
21 PLUMBING APPRENTICES REGISTERED IN THOSE PROGRAMS WHO ARE
22 ELIGIBLE TO REGISTER AS PLUMBING APPRENTICES WITH THE BOARD
23 PURSUANT TO SUBSECTION (3.5)(a) OF THIS SECTION.

24 (II) AT LEAST ONCE PER CALENDAR QUARTER, THE BOARD SHALL
25 PROVIDE THE STATE APPRENTICESHIP AGENCY A LIST OF THE PLUMBING
26 APPRENTICES REGISTERED WITH THE BOARD. AT A REASONABLE TIME
27 AFTER RECEIPT OF THE LIST, THE STATE APPRENTICESHIP AGENCY SHALL

1 PROVIDE THE BOARD WITH A LIST OF PLUMBING APPRENTICES REGISTERED
2 WITH THE BOARD WHO ARE ENROLLED TO BE TRAINED FOR OCCUPATIONS
3 OTHER THAN PLUMBING OCCUPATIONS AND WHO ARE THEREFORE
4 INELIGIBLE FOR REGISTRATION WITH THE BOARD PURSUANT TO
5 SUBSECTION (3.5)(a) OF THIS SECTION. THE BOARD SHALL REVIEW THE
6 LIST SENT BY THE STATE APPRENTICESHIP AGENCY TO DETERMINE IF THE
7 PLUMBING APPRENTICES ARE IN COMPLIANCE WITH SUBSECTION (3.5)(a)
8 OF THIS SECTION.

9 (III) THE BOARD SHALL INDICATE FOR EACH PLUMBING
10 APPRENTICE REGISTERED WITH THE BOARD IF THE PLUMBING APPRENTICE'S
11 REGISTRATION IS SPONSORED BY:

12 (A) A PLUMBING CONTRACTOR;

13 (B) A PLUMBING TRAINING PROGRAM THAT IS NOT AN
14 APPRENTICESHIP PROGRAM REGISTERED WITH THE UNITED STATES
15 DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY
16 RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR; OR

17 (C) A PLUMBING APPRENTICESHIP PROGRAM REGISTERED WITH THE
18 UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP
19 AGENCY.

20 (c) (I) IF THE BOARD DETERMINES THAT A PLUMBING APPRENTICE
21 IS NOT IN COMPLIANCE WITH SUBSECTION (3.5)(a) OF THIS SECTION, THE
22 BOARD SHALL NOTIFY THE PLUMBING CONTRACTOR OR APPRENTICESHIP
23 PROGRAM THAT REGISTERED THE APPRENTICE WITH THE BOARD. WITHIN
24 THIRTY DAYS AFTER NOTIFICATION OF NONCOMPLIANCE, THE PLUMBING
25 CONTRACTOR OR APPRENTICESHIP PROGRAM SHALL PROVIDE PROOF THAT
26 THE APPRENTICE IS ELIGIBLE TO BE REGISTERED AS A PLUMBING
27 APPRENTICE WITH THE BOARD. IF THE BOARD VERIFIES WITHIN THIRTY

1 DAYS AFTER NOTIFICATION OF NONCOMPLIANCE THAT THE PLUMBING
2 APPRENTICE IS ELIGIBLE TO BE REGISTERED AS A PLUMBING APPRENTICE,
3 THE PLUMBING APPRENTICE WILL REMAIN REGISTERED WITH THE BOARD.

4 (II) IF THE BOARD CANNOT VERIFY THAT A PLUMBING APPRENTICE
5 IS ELIGIBLE TO BE REGISTERED AS A PLUMBING APPRENTICE WITHIN THIRTY
6 DAYS AFTER NOTICE OF NONCOMPLIANCE PURSUANT TO SUBSECTION
7 (3.5)(c)(I) OF THIS SECTION, THE BOARD SHALL REMOVE THE PLUMBING
8 APPRENTICE'S REGISTRATION WITH THE BOARD, AND THE NONCOMPLIANT
9 PLUMBING APPRENTICE SHALL NOT PERFORM WORK AS A PLUMBING
10 APPRENTICE IN THE STATE.

11 (III) THIS SUBSECTION (3.5) DOES NOT APPLY TO A PLUMBING
12 APPRENTICE WHOSE REGISTRATION IS SPONSORED BY A PLUMBING
13 CONTRACTOR OR OTHER PLUMBING TRAINING PROGRAM THAT IS NOT AN
14 APPRENTICESHIP PROGRAM REGISTERED WITH THE UNITED STATES
15 DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY.

16 ~~(4) On and after July 1, 2021, contingent on the availability of~~
17 ~~existing resources within the department or the receipt of gifts, grants,~~
18 ~~and donations pursuant to subsection (8) of this section.~~

19 (4) (a) (I) A plumbing apprentice who has been registered for at
20 least six years, has completed six thousand eight hundred hours of
21 practical training, and meets ~~all other~~ THE license requirements specified
22 in section 12-155-110 shall take the license examination at least every
23 two years in alignment with the license renewal cycle until the plumbing
24 apprentice receives a passing score. A REGISTERED PLUMBING
25 CONTRACTOR OR AN APPRENTICESHIP PROGRAM REGISTERED WITH THE
26 UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP
27 AGENCY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR

1 MAY AUTHORIZE, THROUGH WRITTEN AUTHORIZATION PROVIDED TO THE
2 BOARD, AN APPRENTICE TO TAKE THE RESIDENTIAL PLUMBER'S LICENSE
3 EXAMINATION INSTEAD OF THE JOURNEYWORKER LICENSE EXAMINATION
4 TO SATISFY THE REQUIREMENTS OF THIS SUBSECTION (4)(a)(I) IF:

5 (A) THE PLUMBING CONTRACTOR OR APPRENTICESHIP PROGRAM
6 DETERMINES THAT THE RELEVANT PRACTICAL EXPERIENCE OF THE
7 APPRENTICE IS BEST SUITED TO PURSUE THE RESIDENTIAL PLUMBER'S
8 LICENSE INSTEAD OF A JOURNEYWORKER PLUMBER'S LICENSE; OR

9 (B) THE PLUMBING CONTRACTOR OR APPRENTICESHIP PROGRAM
10 DETERMINES THAT THE APPRENTICE WOULD BE MORE LIKELY TO ACHIEVE
11 A PLUMBER'S LICENSE BY PURSUING A RESIDENTIAL PLUMBER'S LICENSE.

12 (II) If a plumbing apprentice has failed to pass the license
13 examination in two consecutive two-year periods, the plumbing
14 apprentice may request an exemption from the board from future
15 examination requirements. The board shall grant the exemption if: ~~the~~
16 ~~board determines that the plumbing apprentice has legitimate educational~~
17 ~~or professional circumstances that justify the exemption. The board shall~~
18 ~~promulgate rules concerning the process of requesting and approving~~
19 ~~license examination exemptions.~~

20 (A) THE BOARD DETERMINES THAT THE PLUMBING APPRENTICE
21 HAS LEGITIMATE EDUCATIONAL OR PROFESSIONAL CIRCUMSTANCES THAT
22 JUSTIFY THE EXEMPTION; OR

23 (B) THE PLUMBING APPRENTICE HAS PASSED THE RESIDENTIAL
24 PLUMBER'S LICENSE EXAMINATION AND IS ONLY PERFORMING RESIDENTIAL
25 PLUMBING WORK.

26 (III) THE BOARD SHALL ADOPT RULES CONCERNING THE PROCESS
27 OF REQUESTING AND APPROVING LICENSE EXAMINATION EXCEPTIONS AND

1 EXEMPTIONS PURSUANT TO SUBSECTIONS (4)(a)(I) AND (4)(a)(II) OF THIS
2 SECTION.

3 (b) (I) A plumbing apprentice who has been registered for at least
4 six years and who does not meet the license requirements specified in
5 section 12-155-110 ~~shall~~ MUST take the license examination at least once
6 every two years in alignment with the license renewal cycle until the
7 plumbing apprentice receives a passing score. Once the plumbing
8 apprentice passes the license examination, the apprentice must meet all
9 other license requirements specified in section 12-155-110 before the
10 board may issue a license to the plumbing apprentice.

11 (II) AN INDIVIDUAL HOLDING A RESIDENTIAL PLUMBER'S LICENSE
12 WHO REGISTERS WITH THE DEPARTMENT AS A PLUMBING APPRENTICE TO
13 PERFORM COMMERCIAL PLUMBING WORK BEYOND THE SCOPE OF THE
14 RESIDENTIAL PLUMBER'S LICENSE IS REQUIRED TO TAKE THE
15 JOURNEYWORKER PLUMBER'S LICENSE EXAMINATION AS REQUIRED BY THIS
16 SUBSECTION (4)(b).

17 (5) (a) (I) If the cumulative training hours of a plumbing
18 apprentice are not reported as required by subsection (3) of this section
19 or if a plumbing apprentice fails to take the license examination as
20 required by subsection (4) of this section, the board ~~may suspend~~ SHALL
21 DECLARE the plumbing apprentice's registration ~~until the requirements are~~
22 ~~met~~ STATUS "INACTIVE" PURSUANT TO SUBSECTIONS (5)(a)(II) AND
23 (5)(a)(III) OF THIS SECTION.

24 (II) ON AND AFTER JULY 1, 2026, THE BOARD SHALL PRODUCE AND
25 REVIEW A LIST OF PLUMBING APPRENTICES WHO ARE NOT IN COMPLIANCE
26 AT THE END OF EACH THREE-YEAR LICENSE RENEWAL PERIOD, NOTIFY
27 EACH REGISTERED PLUMBING CONTRACTOR OF ANY PLUMBING

1 APPRENTICES THAT ARE IN NONCOMPLIANCE STATUS, AND PROVIDE NOTICE
2 THAT THE PLUMBING APPRENTICE HAS NINETY CALENDAR DAYS AFTER THE
3 DATE OF RECEIPT OF THE NOTICE OF NONCOMPLIANCE TO MEET THE
4 REQUIREMENTS OF THIS SECTION. THE BOARD MAY PROVIDE EARLIER OR
5 MORE FREQUENT COMPLIANCE UPDATES TO REGISTERED PLUMBING
6 CONTRACTORS AT THE BOARD'S DISCRETION.

7 (III) THE REGISTRATION STATUS OF A PLUMBING APPRENTICE WHO
8 IS NOT IN COMPLIANCE NINETY CALENDAR DAYS AFTER THE DATE OF
9 RECEIPT OF THE NOTICE OF NONCOMPLIANCE PROVIDED PURSUANT TO
10 SUBSECTION (5)(a)(II) OF THIS SECTION IS DECLARED "INACTIVE". AFTER
11 THE BOARD DETERMINES THAT THE PLUMBING APPRENTICE IS IN
12 COMPLIANCE, THEIR REGISTRATION STATUS IS RESTORED TO ACTIVE BY
13 THE BOARD, AND THE APPRENTICE MAY RESUME WORK.

14 (c) THIS SECTION DOES NOT REQUIRE AN INDIVIDUAL WHO HAS
15 EARNED A MASTER PLUMBER'S LICENSE TO TAKE THE JOURNEYWORKER
16 PLUMBER'S LICENSE EXAMINATION.

17 (9) THE BOARD MAY SANCTION A REGISTERED PLUMBING
18 CONTRACTOR THAT CONSISTENTLY AND WILLFULLY DEMONSTRATES A
19 LACK OF COMPLIANCE WITH THIS SECTION OR WHOSE PLUMBING
20 APPRENTICES SHOW A SIGNIFICANT PATTERN OF NONCOMPLIANCE UNDER
21 THIS SECTION.

22 **SECTION 4. Act subject to petition - effective date.** This act
23 takes effect at 12:01 a.m. on the day following the expiration of the
24 ninety-day period after final adjournment of the general assembly; except
25 that, if a referendum petition is filed pursuant to section 1 (3) of article V
26 of the state constitution against this act or an item, section, or part of this
27 act within such period, then the act, item, section, or part will not take

1 effect unless approved by the people at the general election to be held in
2 November 2026 and, in such case, will take effect on the date of the
3 official declaration of the vote thereon by the governor.