

2025

Regulatory Agenda

January 1, 2025-December 31, 2025



COLORADO
Department of
Labor and Employment

Overview

The Colorado Department of Labor and Employment submits the following 2025 Regulatory Agenda in fulfillment of the statutory requirements set forth in Colo. Rev. Stat. §2-7-203(4). Pursuant to state law, annually on November 1, executive-branch agencies must file a Departmental Regulatory Agenda (DRA) containing:

- A list of new rules or amendments that the department or its divisions expect to propose in the next calendar year;
- The statutory or other basis for adoption of the proposed rules;
- The purpose of the proposed rules;
- The contemplated schedule for adoption of the rules;
- An identification and listing of persons or parties that may be affected positively or negatively by the rules; and
- A list and brief summary of all permanent and temporary rules adopted since the previous DRA was filed.

The Regulatory Agenda also includes, pursuant to Colo. Rev. Stat. §24-4-103.3, rules to be reviewed as part of the Department’s “Regulatory Efficiencies Reviews” during 2025 (which are denoted as such in the “purpose” column). The DRA is to be filed with Legislative Council staff for distribution to committee(s) of reference, posted on the department’s web site, and submitted to the Secretary of State for publication in the Colorado Register. Each department must also present its DRA as part of its “SMART Act” hearing and presentation pursuant to Colo. Rev. Stat. §2-7-203(2)(a)(III)(A).

The following constitutes the Department of Labor and Employment’s Regulatory Agenda for 2025 and is provided in accordance with Colo. Rev. Stat. §24-7-203(2)(a)(IV):

Schedule	Rule Number	Rule Title	New rule, revision, or repeal?	Statutory or other basis for adoption or change to rule	Purpose of Proposed Rule	Stakeholders
Undetermined; must be approved by US Dept of Ed prior to adoption	7 CCR 1105-1	Rehabilitation Services	Revision	C.R.S. § 8-84-201	Ensure compliance and address inconsistencies.	BEP Licensed Vendors; Coloradans with visual impairments; federal and state agencies with vending or cafeteria facilities; National Federation of the Blind
Undetermined	7 CCR 1108-1	State Apprenticeship Agency Rules	Revision	C.R.S. § 8-15.7-102, -108	Incorporate changes from federal Final Rule (29 CFR 29).	Current and prospective registered apprenticeship sponsors, apprentices
Undetermined	TBD; likely new rules 7 CCR 1103-19	TBD	New	House Bill 24-1095; Articles 1, 4, 6, and 12 of C.R.S. Title 8 (2023); and the State Administrative Procedure Act, C.R.S. § 24-4-101, et seq	Possible rulemaking based on our initial experience with the expansion of the DLSS's youth law program and assessment of needs.	Labor and union organizations, non-profit organizations, advocacy groups, Wage Theft Task Force, national and local law firms and bar associations, universities, business associations and organizations, internal state agencies

April 2025	7 CCR 1101-3	Surcharge	Revision	C.R.S. § 8-47-107	Required by statute to review/update surcharge annually.	Insurers, self-insured employers
Spring 2025 (anticipated)	7 CCR 1101-4	Self Insurance	Revision	C.R.S. § 8-44-201	The Self-Insurance rules have not been updated since 2005 and the rules need to be revised to reflect current program requirements.	Insurers, self-insured employers
Spring 2025 (anticipated)	7 CCR 1101-3	Provider Education	Revision	C.R.S. § 8-42-101(3.6)	The Provider Education rules have not been updated since 2017 and the rules need to be revised to reflect current program requirements and ensure providers have adequate knowledge and compliance with rules to provide appropriate care.	Insurers, self-insured employers

Spring/Summer 2025	7 CCR 1105-1	Rehabilitation Services	Revision	C.R.S. § 8-84-106	Alignment with potential legislation (if passed).	Individuals with disabilities, community partners, State Rehabilitation Council, DVR staff
Spring/Summer 2025	7 CCR 1105-1	Rehabilitation Services	Revision	C.R.S. § 8-84-105	Modify personnel standards as needed to align with DPA system maintenance study; align eligibility determination requirements with recent RSA technical assistance.	Individuals with disabilities, community partners, State Rehabilitation Council, DVR staff
September 2025	7 CCR 1101-3	Fee Schedule	Revision	C.R.S. § 8-47-107	Required by statute to review/update fee schedule annually.	Insurers, self-insured employers, injured workers, medical providers
Fall 2025	7 CCR 1103-14	The Publication And Yearly Calculation of Adjusted Labor Compensation (PAY CALC) Order	Revision	Section 15 of Article XVIII of the Colorado Constitution; Articles 1, 4, 6, and 12 of C.R.S. Title 8 (2023); and the State Administrative Procedure Act, C.R.S. § 24-4-101, et seq.	Annual increase of the minimum wage as mandated by the Colorado Constitution, of other wage rates/thresholds	Labor and union organizations, non-profit organizations, advocacy groups, Wage Theft Task Force, national and local law firms and bar associations, universities, business associations and organizations,

					derived from the minimum wage, and other inflation-based increases.	internal state agencies
Fall 2025 (anticipated)	7 CCR 1107-1	Regulations Concerning Premiums and Individuals Electing Coverage	Revision	C.R.S. § 8-13.3-503(2), 507(4)(c), 514(2), 516(6)	Various minor amendments.	Employers, employees, insurance carriers, self-employed individuals, TPAs
Fall 2025 (anticipated)	7 CCR 1107-2	Regulations Concerning Local Government Participation with the Paid Family and Medical Leave Program	Revision	C.R.S. § 8-13.3-516(6), 522	Various minor amendments.	Employers, employees, insurance carriers, self-employed individuals, TPAs
Fall 2025 (anticipated)	7 CCR 1107-3	Regulations Concerning Benefits and Employer Participation Requirements	Revision	C.R.S. § 8-13.3-503(2), 516(6)	Various minor amendments.	Employers, employees, insurance carriers, self-employed individuals, TPAs

Fall 2025 (anticipated)	7 CCR 1107-4	Regulations Concerning Coordination of Benefits and Reimbursement of Advance Payments	Revision	C.R.S. § 8-13.3-510(3), 515(3), 516(6)	Various minor amendments.	Employers, employees, insurance carriers, self-employed individuals, TPAs
Fall 2025 (anticipated)	7 CCR 1107-5	Regulations Concerning Private Plans	Revision	C.R.S. § 8-13.3-516(6), 521(3), 521(6)	Various minor amendments.	Employers, employees, insurance carriers, self-employed individuals, TPAs
Fall 2025 (anticipated)	7 CCR 1107-6	Regulations Concerning Program Integrity	Revision	C.R.S. § 8-13.3-516(6)	Various minor amendments.	Employers, employees, insurance carriers, self-employed individuals, TPAs
Fall 2025 (anticipated)	7 CCR 1107-7	Regulations Concerning Employee Job Protection, Anti-retaliation, and Anti-interference	Revision	C.R.S. § 8-13.3-516(6)	Various minor amendments.	Employers, employees, insurance carriers, self-employed individuals, TPAs

Fall 2025 (anticipated)	7 CCR 1107-8	Regulations Concerning Investigations	Revision	C.R.S. § 8-13.3-509(7), 516(6)	Various minor amendments.	Employers, employees, insurance carriers, self-employed individuals, TPAs
Fall 2025 (anticipated)	7 CCR 1107-9	Regulations Concerning Appeals	Revision	C.R.S. § 8-13.3-509(7), 516(6), 521(6)	Various minor amendments.	Employers, employees, insurance carriers, self-employed individuals, TPAs
Fall 2025 (anticipated)	7 CCR 1101-2	Appeals	Revision	C.R.S. § 8-74-101-110	Required unless waived electronic communications with appeals for businesses.	Employers, employees, claimants