



**Colorado Business Roundtable**  
**Testimony HB 26-1005; Worker Protection Collective Bargaining**  
**February 5, 2026**

Chair and Members of the Committee,

Thank you for the opportunity to submit written testimony in opposition to HB26-1005, the Worker Protection Collective Bargaining bill.

The Colorado Business Roundtable (COBRT) brings together the expertise and experience of CEOs and senior executives from Colorado's leading employers across academia, business, community, and government. Through this diverse perspective, we evaluate Colorado's challenges using a long-term, global lens and work to advance solutions that strengthen our state's economy and improve the quality of life for all Coloradans.

Our member employers understand the critical balance between protecting and strengthening the workforce while fostering a business environment that supports economic growth and competitiveness. Open communication and collaboration between employees and management are essential to cultivating positive workplace cultures. Maintaining environments where employees feel valued, heard, and respected is fundamental to long-term organizational success.

As we did last year, COBRT opposes this legislation. We believe HB26-1005 would have harmful effects on Colorado's economy, reduce labor market flexibility, and negatively impact the state's overall business climate. The bill risks undermining the strong, collaborative relationships that many of our partner employers have worked diligently to build with their employees. Additionally, the proposal challenges the principles of free enterprise and voluntary association that are foundational to our economic system.

While COBRT supports existing state laws that protect workers' rights to organize and advocate for themselves, we believe this bill would create wide-ranging and unintended negative consequences for employers, employees, and the broader economy.

Notably, HB26-1005 has not been meaningfully changed from last year. Yet today, Colorado faces even greater economic uncertainty. For the first time in decades, more people are leaving the state than moving to it. If the timing for this legislation was not right last year, it is certainly not right now.

For these reasons, COBRT respectfully urges the committee to vote no on HB26-1005. We remain committed to working collaboratively with policymakers on thoughtful, balanced approaches to strengthening Colorado's workforce.

Thank you for your consideration.

Sincerely,  
Debbie Brown  
President, Colorado Business Roundtable



February 2026

To: House Business Affairs & Labor Committee

Re: AAUW Supports HB1005--Worker Protection Collective Bargaining.docx

Dear Committee Members,

The American Association of University Women (AAUW) is one of the oldest women's organizations in the country, empowering women since 1881. The mission of AAUW is to advance equity for women and girls through research, education and advocacy. More than 700 community leaders are members of AAUW branches around Colorado.

Over the years, progress has been made in achieving equal pay for women. Yet, hurdles remain, and unfair labor practices harm working women the most. Unions play an important role in protecting worker rights, safety and earnings. HB1005 strengthens Colorado's labor laws by eliminating the current requirement for multiple elections when negotiating a union security agreement in collective bargaining. By streamlining the process, HB1005 will benefit more working women, their families and our Colorado economy.

AAUW of Colorado strongly supports House Bill 1005 and requests your YES vote in committee and throughout the process of becoming a law.

Thank you for your consideration,

A handwritten signature in blue ink that reads "Su Ryden".

**Hon. Su Ryden**  
**AAUW of Colorado Advocacy Director**

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[suryden25@gmail.com](mailto:suryden25@gmail.com)

*American Association of University Women--AAUW is a top-rated 501(c)3 charitable organization whose mission is to advance gender equity for women and girls through research, education, and advocacy.*



**SHARA SMITH**  
*Chief Executive Officer*

**INTERFAITH  
ALLIANCE**  
OF COLORADO  
ACHIEVING DEMOCRACY TOGETHER

February 5, 2026

RE: Support for HB26-1005 Worker Protection Collective Bargaining

Chairperson Ricks and members of the House Business Affairs & Labor Committee,

Thank you for the opportunity to communicate our support for HB26-1005 Worker Protection Collective Bargaining. The Interfaith Alliance of Colorado promotes justice, religious liberty, and interfaith understanding through building relationships in order to educate, advocate, and catalyze social change. We have over 400 congregations in our statewide network, representing over two-dozen faith traditions.

HB26-1005 is a key policy in advancing economic justice and just working conditions for Colorado workers, better balancing Colorado's labor policy and underscoring the importance of good faith dealing between employers and workers. When workers have strong representation and bargaining ability, it is reflected in better wages, better working conditions, and more economic mobility.

Across faith traditions, we find a strong recognition of the imperative of strengthening worker bargaining rights, of just working conditions, of the dignity of work, and of receiving pay that affords dignity to individuals and families. Our faiths converge on a moral truth: an economy is only as robust as the floor it provides for its most vulnerable. As people of faith, we view business prosperity as a means to the ultimate end for any institution, the flourishing of the human person. By strengthening collective bargaining, Colorado can prevent moving towards an economy of extraction to one of inclusion, ensuring that the dignity of work is matched by dignity of living. When the most vulnerable have higher purchasing power and increased economic mobility through collective bargaining, local economies thrive.

We respectfully ask that you support HB26-1005 and vote Yes to advance it from the committee with your favorable recommendation.

Thank you for your consideration,  
Shara Smith, CEO  
Interfaith Alliance of Colorado

The Honorable Members  
Colorado House Business Affairs & Labor Committee

## **Opposition to HB26-1005 — Worker Protection Collective Bargaining**

Dear Chair and Committee Members,

On behalf of the **Hispanic Contractors of Colorado (HCC)**, I write to respectfully **oppose House Bill 26-1005: Worker Protection Collective Bargaining**.

While HCC strongly supports fair treatment of workers and constructive labor relations, we have significant concerns that **HB26-1005 would undermine important protections for employees and employers without clear benefits to Colorado’s business community, including Hispanic-owned firms and contractors.**

### **Threatens Long-Standing Labor Peace Framework**

HB26-1005 seeks to alter the foundational elements of Colorado’s Labor Peace Act including eliminating the requirement for a second election before all employees can be compelled to pay union dues or fees. This requirement has served as a safeguard to ensure that employees truly consent to representation and financial obligations. Removing it could jeopardize employee autonomy, especially for vulnerable workers who may feel pressured into union agreements without full consent or understanding.

### **Increases Cost Pressures on Small and Minority-Owned Businesses**

Minority and women owned business operate on thin margins. Mandating changes to collective bargaining procedures could increase labor costs and administrative burdens at a time when inflation, supply chain challenges, and workforce shortages are already pressing concerns.

### **Undermines Competitive Business Climate**

Disruptive changes to bargaining requirements, especially without clear evidence they improve productivity or worker outcomes risk reducing investment and job creation across the construction sector and broader economy.

### **Lack of Consensus and Stakeholder Engagement**

Meaningful reforms to state labor law should be the product of comprehensive stakeholder engagement, including small business owners, employees, labor representatives, and community organizations. To date, small businesses and employer associations report limited inclusion in discussions and negotiations around this proposal.

### **Conclusion**

The Hispanic Contractors of Colorado believes that **true worker protection includes preserving employee choice, ensuring clarity in labor obligations, and maintaining a**

**competitive and fair environment for all employers.** HB26-1005, in its current form, moves in the opposite direction by weakening protections that have supported both workers and businesses for decades.

For these reasons, we urge you **to oppose HB26-1005** and instead pursue collaborative solutions that strengthen worker protections **without destabilizing Colorado's labor laws or imposing undue burdens on small and minority-owned businesses.**

Thank you for your consideration.

Sincerely,  
Ale Spray  
**CEO Hispanic Contractors of Colorado**