

# An Act

HOUSE BILL 25-1284

BY REPRESENTATIVE(S) Duran, Boesenecker, Clifford, English, Hamrick, Jackson, Lieder, Lindsay, Lindstedt, Marshall, Story, Titone, Woodrow;  
also SENATOR(S) Sullivan, Amabile, Ball, Bridges, Cutter, Danielson, Daugherty, Gonzales J., Jodeh, Kipp, Michaelson Jenet, Wallace, Weissman, Coleman.

CONCERNING THE REGULATION OF APPRENTICES IN LICENSED TRADES.

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

**SECTION 1.** In Colorado Revised Statutes, 12-115-115, **add** (3.5) as follows:

**12-115-115. Apprentices - supervision - registration - data-sharing agreement - discipline - rules.** (3.5) (a) (I) AN ELECTRICAL CONTRACTOR SHALL NOT REGISTER WITH THE BOARD PURSUANT TO SUBSECTION (3) OF THIS SECTION AN APPRENTICE WHO IS IN A CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM REGISTERED WITH THE UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR UNLESS THE APPRENTICE IS ENROLLED IN AN APPRENTICESHIP PROGRAM TRAINING THE APPRENTICE FOR

*Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.*

AN OCCUPATION OFFICIALLY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR AS AN ELECTRICAL OCCUPATION, AS DEFINED BY THE UNITED STATES DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS, OCCUPATIONAL EMPLOYMENT AND WAGE STATISTICS OCCUPATION CODE 47.2111.

(II) ON OR BEFORE JULY 1, 2027, THE STATE APPRENTICESHIP AGENCY AND THE DEPARTMENT, IF EXISTING RESOURCES ARE AVAILABLE OR IF THE DEPARTMENT RECEIVES SUFFICIENT GIFTS, GRANTS, OR DONATIONS PURSUANT TO SUBSECTION (7) OF THIS SECTION, SHALL ESTABLISH A DATA-SHARING AGREEMENT TO ALLOW VERIFICATION OF ELIGIBILITY FOR REGISTRATION WITH THE BOARD PURSUANT TO SUBSECTION (3.5)(a)(I) OF THIS SECTION.

(b) (I) IF THE BOARD DETERMINES THAT AN APPRENTICE IS NOT IN COMPLIANCE WITH SUBSECTION (3.5)(a) OF THIS SECTION, THE BOARD SHALL NOTIFY THE ELECTRICAL CONTRACTOR THAT REGISTERED THE APPRENTICE WITH THE BOARD. WITHIN THIRTY DAYS AFTER NOTIFICATION OF NONCOMPLIANCE, THE ELECTRICAL CONTRACTOR SHALL PROVIDE PROOF THAT THE APPRENTICE IS ELIGIBLE TO BE REGISTERED AS AN ELECTRICAL APPRENTICE WITH THE BOARD. IF THE BOARD VERIFIES WITHIN SIXTY DAYS AFTER NOTIFICATION OF NONCOMPLIANCE THAT THE APPRENTICE IS ELIGIBLE TO BE REGISTERED AS AN ELECTRICAL APPRENTICE, THE APPRENTICE WILL REMAIN REGISTERED WITH THE BOARD.

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

(III) THIS SUBSECTION (3.5) DOES NOT APPLY TO AN ELECTRICAL APPRENTICE WHOSE TRAINING IS PROVIDED DIRECTLY BY THE ELECTRICAL CONTRACTOR OR ANOTHER ELECTRICAL TRAINING PROGRAM THAT IS NOT AN APPRENTICESHIP PROGRAM REGISTERED WITH THE UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY.

**SECTION 2.** In Colorado Revised Statutes, 12-155-124, **add** (3.5) as follows:

**12-155-124. Apprentices - registration - data-sharing agreement - discipline - rules.** (3.5) (a) (I) A REGISTERED PLUMBING CONTRACTOR SHALL NOT REGISTER WITH THE BOARD PURSUANT TO SUBSECTION (3) OF THIS SECTION A PLUMBING APPRENTICE WHO IS IN A CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM REGISTERED WITH THE UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR UNLESS THE PLUMBING APPRENTICE IS ENROLLED IN AN APPRENTICESHIP PROGRAM TRAINING THE PLUMBING APPRENTICE FOR AN OCCUPATION OFFICIALLY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR AS A PLUMBING OR MECHANICAL-RELATED OCCUPATION, AS DEFINED BY THE UNITED STATES DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS, OCCUPATIONAL EMPLOYMENT AND WAGE STATISTICS OCCUPATION CODES 17.3013, 47.2152, OR 49.9021.

(II) ON OR BEFORE JULY 1, 2027, THE STATE APPRENTICESHIP AGENCY AND THE DEPARTMENT, IF EXISTING RESOURCES ARE AVAILABLE OR IF THE DEPARTMENT RECEIVES SUFFICIENT GIFTS, GRANTS, OR DONATIONS PURSUANT TO SUBSECTION (8) OF THIS SECTION, SHALL ESTABLISH A DATA-SHARING AGREEMENT TO ALLOW VERIFICATION OF ELIGIBILITY FOR REGISTRATION WITH THE BOARD PURSUANT TO SUBSECTION (3.5)(a)(I) OF THIS SECTION.

(b) (I) IF THE BOARD DETERMINES THAT A PLUMBING APPRENTICE IS NOT IN COMPLIANCE WITH SUBSECTION (3.5)(a) OF THIS SECTION, THE BOARD SHALL NOTIFY THE PLUMBING CONTRACTOR THAT REGISTERED THE APPRENTICE WITH THE BOARD. WITHIN THIRTY DAYS AFTER NOTIFICATION OF NONCOMPLIANCE, THE PLUMBING CONTRACTOR SHALL PROVIDE PROOF THAT THE APPRENTICE IS ELIGIBLE TO BE REGISTERED AS A PLUMBING APPRENTICE WITH THE BOARD. IF THE BOARD VERIFIES WITHIN SIXTY DAYS AFTER NOTIFICATION OF NONCOMPLIANCE THAT THE PLUMBING APPRENTICE IS ELIGIBLE TO BE REGISTERED AS A PLUMBING APPRENTICE, THE PLUMBING APPRENTICE WILL REMAIN REGISTERED WITH THE BOARD.

(II) IF THE BOARD CANNOT VERIFY THAT A PLUMBING APPRENTICE IS ELIGIBLE TO BE REGISTERED AS A PLUMBING APPRENTICE WITHIN SIXTY DAYS AFTER NOTICE OF NONCOMPLIANCE PURSUANT TO SUBSECTION (3.5)(b)(I) OF THIS SECTION, THE BOARD SHALL REMOVE THE PLUMBING APPRENTICE'S REGISTRATION WITH THE BOARD, AND THE NONCOMPLIANT PLUMBING APPRENTICE SHALL NOT PERFORM WORK AS A PLUMBING APPRENTICE IN THE

STATE.

(III) THIS SUBSECTION (3.5) DOES NOT APPLY TO A PLUMBING APPRENTICE WHOSE TRAINING IS PROVIDED DIRECTLY BY THE PLUMBING CONTRACTOR OR ANOTHER PLUMBING TRAINING PROGRAM THAT IS NOT AN APPRENTICESHIP PROGRAM REGISTERED WITH THE UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY.

**SECTION 3. Act subject to petition - effective date.** This act takes effect January 1, 2027; except that, if a referendum petition is filed pursuant to section 1 (3) of article V of the state constitution against this act or an item, section, or part of this act within the ninety-day period after final adjournment of the general assembly, then the act, item, section, or part will not take effect unless approved by the people at the general election to be

held in November 2026 and, in such case, will take effect January 1, 2027, or on the date of the official declaration of the vote thereon by the governor, whichever is later.



Julie McCluskie  
SPEAKER OF THE HOUSE  
OF REPRESENTATIVES



James Rashad Coleman, Sr.  
PRESIDENT OF  
THE SENATE



Vanessa Reilly  
CHIEF CLERK OF THE HOUSE  
OF REPRESENTATIVES



Esther van Mourik  
SECRETARY OF  
THE SENATE

APPROVED Tuesday June 3<sup>rd</sup> 2025 at 11:00 am  
(Date and Time)



Jared S. Polis  
GOVERNOR OF THE STATE OF COLORADO