

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

REENGROSSED

*This Version Includes All Amendments
Adopted in the House of Introduction*

LLS NO. 25-0509.01 Josh Schultz x5486

HOUSE BILL 25-1284

HOUSE SPONSORSHIP

Duran, Boesenecker, Clifford, English, Hamrick, Jackson, Lieder, Lindsay, Lindstedt, Marshall, Story, Titone, Woodrow

SENATE SPONSORSHIP

Sullivan,

House Committees

Business Affairs & Labor
Appropriations

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.*

HOUSE
3rd Reading Unamended
April 21, 2025

HOUSE
Amended 2nd Reading
April 17, 2025

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, **add**
 3 **(3.5)** as follows:

4 **12-115-115. Apprentices - supervision - registration -**
 5 **data-sharing agreement - discipline - rules. (3.5) (a) (I) AN**

1 ELECTRICAL CONTRACTOR SHALL NOT REGISTER WITH THE BOARD
2 PURSUANT TO SUBSECTION (3) OF THIS SECTION AN APPRENTICE WHO IS IN
3 A CONSTRUCTION INDUSTRY 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 UNLESS THE APPRENTICE IS ENROLLED IN AN APPRENTICESHIP PROGRAM
7 TRAINING THE APPRENTICE FOR AN OCCUPATION OFFICIALLY RECOGNIZED
8 BY THE UNITED STATES DEPARTMENT OF LABOR AS AN ELECTRICAL
9 OCCUPATION, AS DEFINED BY THE UNITED STATES DEPARTMENT OF
10 LABOR, BUREAU OF LABOR STATISTICS, OCCUPATIONAL EMPLOYMENT AND
11 WAGE STATISTICS OCCUPATION CODE 47.2111.

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

19 (b) (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 THAT REGISTERED THE
22 APPRENTICE WITH THE BOARD. WITHIN THIRTY DAYS AFTER NOTIFICATION
23 OF NONCOMPLIANCE, THE ELECTRICAL CONTRACTOR SHALL PROVIDE
24 PROOF THAT THE APPRENTICE IS ELIGIBLE TO BE REGISTERED AS AN
25 ELECTRICAL APPRENTICE WITH THE BOARD. IF THE BOARD VERIFIES WITHIN
26 SIXTY DAYS AFTER NOTIFICATION OF NONCOMPLIANCE THAT THE
27 APPRENTICE IS ELIGIBLE TO BE REGISTERED AS AN ELECTRICAL

1 APPRENTICE, THE APPRENTICE WILL REMAIN REGISTERED WITH THE BOARD.

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

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

13 SECTION 2. In Colorado Revised Statutes, 12-155-124, add
14 (3.5) as follows:

15 12-155-124. Apprentices - registration - data-sharing
16 agreement - discipline - rules. (3.5) (a) (I) A REGISTERED PLUMBING
17 CONTRACTOR SHALL NOT REGISTER WITH THE BOARD PURSUANT TO
18 SUBSECTION (3) OF THIS SECTION A PLUMBING APPRENTICE WHO IS IN A
19 CONSTRUCTION INDUSTRY APPRENTICESHIP PROGRAM REGISTERED WITH
20 THE UNITED STATES DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP
21 AGENCY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR
22 UNLESS THE PLUMBING APPRENTICE IS ENROLLED IN AN APPRENTICESHIP
23 PROGRAM TRAINING THE PLUMBING APPRENTICE FOR AN OCCUPATION
24 OFFICIALLY RECOGNIZED BY THE UNITED STATES DEPARTMENT OF LABOR
25 AS A PLUMBING OR MECHANICAL-RELATED OCCUPATION, AS DEFINED BY
26 THE UNITED STATES DEPARTMENT OF LABOR, BUREAU OF LABOR
27 STATISTICS, OCCUPATIONAL EMPLOYMENT AND WAGE STATISTICS

1 OCCUPATION CODES 17.3013, 47.2152, OR 49.9021.

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

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

19 (II) IF THE BOARD CANNOT VERIFY THAT A PLUMBING APPRENTICE
20 IS ELIGIBLE TO BE REGISTERED AS A PLUMBING APPRENTICE WITHIN SIXTY
21 DAYS AFTER NOTICE OF NONCOMPLIANCE PURSUANT TO SUBSECTION
22 (3.5)(b)(I) OF THIS SECTION, THE BOARD SHALL REMOVE THE PLUMBING
23 APPRENTICE'S REGISTRATION WITH THE BOARD, AND THE NONCOMPLIANT
24 PLUMBING APPRENTICE SHALL NOT PERFORM WORK AS A PLUMBING
25 APPRENTICE IN THE STATE.

26 (III) THIS SUBSECTION (3.5) DOES NOT APPLY TO A PLUMBING
27 APPRENTICE WHOSE TRAINING IS PROVIDED DIRECTLY BY THE PLUMBING

1 CONTRACTOR OR ANOTHER PLUMBING TRAINING PROGRAM THAT IS NOT AN
2 APPRENTICESHIP PROGRAM REGISTERED WITH THE UNITED STATES
3 DEPARTMENT OF LABOR OR A STATE APPRENTICESHIP AGENCY.

4 **SECTION 3. Act subject to petition - effective date.** This act
5 takes effect January 1, 2027; except that, if a referendum petition is filed
6 pursuant to section 1 (3) of article V of the state constitution against this
7 act or an item, section, or part of this act within the ninety-day period
8 after final adjournment of the general assembly, then the act, item,
9 section, or part will not take effect unless approved by the people at the
10 general election to be held in November 2026 and, in such case, will take
11 effect January 1, 2027, or on the date of the official declaration of the
12 vote thereon by the governor, whichever is later.