

# 2025 LEGISLATIVE AGENDA



FOR BUSINESS.  
FOR COLORADO.  
FOR TOMORROW.

  
COLORADO CHAMBER  
OF COMMERCE



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# A MESSAGE FROM PRESIDENT & CEO LOREN FURMAN



The Colorado Chamber of Commerce has had a transformative few years as we continue the implementation of Vision 2033, our 10-year strategic action plan to improve Colorado's business climate. We remain committed and focused on tackling Colorado's major competitive challenges with forward-thinking solutions to position our state for future growth.

Through our studies, competitive assessments and surveys of business leaders, we have consistently found that Colorado's complex regulatory climate continues to be the top challenge for employers across the state. That's why almost a year ago, we hired a team of economists with strong expertise in examining regulations across the country to assess Colorado's unique landscape. That report revealed the cost impacts and unintended consequences state-level regulations have Colorado businesses and jobs.

One of the most striking findings from our study is that Colorado is the sixth most regulated state in the nation for business, with approximately 45% of these regulations being deemed excessive or duplicative. This leaves a lot of room for structural reform to create a more balanced regulatory framework in Colorado, and this is going to be the top priority for the Chamber in the coming months.

In our 2025 Legislative Agenda, we're offering a package of bold solutions to get our regulatory climate under control and provide relief to the business community. This includes reducing the current volume of regulations on the books and looking ahead to create more balance and transparency when passing new regulations. We're thrilled to share these ideas with state leaders to make it easier to do business here in Colorado.

We will also continue to be a watchdog on behalf of the business community when it comes to legislation that runs counter to our goal of improving our economic climate. Last year, we ran an aggressive campaign against job killing legislation and defeated every single bill on our list. We're prepared to bring this same momentum into 2025 to preserve the livelihoods of hardworking Coloradans and ensure our economy is on a path to success.

The policy priorities laid out in this document are the result of the hard work of our Chamber team and the dedication of our members. We look forward to presenting these ideas to lawmakers in the 2025 session to advance Colorado's business climate.

*-Loren*



# REGULATORY CLIMATE

The Colorado business community drives our state's economy, employing millions of Coloradans, providing the goods and services we all rely on, and investing in our local communities. But based on recent research from the Colorado Chamber, our state regulatory climate is making us less competitive, threatening jobs and future economic growth. From employment regulations to environmental policies and more, regulations continue to top the list of concerns by Colorado businesses. It's critical that state leaders understand the burden and costs faced by the business community with each new, complex rule or requirement at the state level.

## SUPPORT REGULATORY REVIEW THROUGH AUDIT AND SUNSET PROCESS

The Colorado Chamber is proposing a comprehensive review of current regulations to identify outdated, duplicative or excessive rules. Modeled after existing processes on how the State Auditor's Office reviews tax expenditures, this effort would consider specific criteria for reviewing current regulations on the books, including whether a regulation has met its purpose, cost effectiveness, economic impact, and redundancy. The state auditor would create evaluation reports that determine which regulations should be put on a regular sunset schedule or discontinued if they fail to meet this criteria.

**45%**

of Colorado's regulatory restrictions are deemed excessive compared to similar states.

## CREATE REGULATORY OVERSIGHT COMMITTEE

As part of the regulatory audit process, the Colorado Chamber supports the creation of a Regulatory Review Oversight Committee consisting of members of the state legislature. The state auditor will present its regulatory evaluation reports to this committee on a regular basis. The committee will consider the findings contained in these reports and may recommend legislative changes.

## ESTABLISH PERFORMANCE AUDITS ON CERTAIN AGENCIES

To enhance transparency and efficiency in government, the Colorado Chamber proposes putting certain state agencies under regular performance audits at least every five years. The audits would determine whether the agencies are fulfilling statutory obligations, specifically targeting agencies with a high volume of excessive regulations.

## CREATE MORE BALANCED REGULATORY FRAMEWORK FOR FUTURE LAWS

The Colorado Chamber supports exploring methods to improve how future regulations and laws are passed. This includes mechanisms such as regulatory caps, sunsets, specific percentage reduction goals, "one in, two out" policies modeled after other states, and other ideas to limit regulatory growth in future years.

## DO NO HARM: NO NEW MANDATES AND REGULATORY BURDENS ON EMPLOYERS

Recent legislative sessions have brought major structural and regulatory reforms at the state level that are still in their infancy. Several bills have had to undergo additional legislative fixes to clarify or resolve the operational and regulatory issues that come with such new, sweeping policies. Predictability and regulatory certainty are critical to maintaining Colorado's economic competitiveness. The Colorado Chamber will oppose any significant new mandates and regulatory burdens on employers to allow the business community to adapt to an already-complex state-level regulatory climate.



# REGULATORY CLIMATE

## ENERGY & ENVIRONMENT

### **SUPPORT POLICIES THAT STREAMLINE AND ACCELERATE THE AIR PERMITTING PROCESS**

The Colorado Chamber supports statutory changes to allow state agencies to update their technology to utilize electronic permitting applications. This will expedite the permitting process for Colorado businesses, allowing for more business certainty. This will also provide more transparency in the permitting process and ultimately accountability for permitted businesses.

### **SUPPORT CONTINUATION OF CHAMBER'S ENVIRONMENTAL WORK THROUGH CREATION OF STATE-LEVEL TASK FORCE**

The Chamber supports the creation of state-level environmental policy task force. The group would consider changes to the state's regulatory and permitting systems that can remove obstacles to the use of infrastructure and new technologies that can help to meet the state's emission reduction targets. It would also consider changes to the state's regulatory and permitting systems that can remove obstacles to the use of infrastructure and new technologies that can help to meet the state's emission reduction targets. The hope is that policies can be significantly vetted with all parties before they become law.

### **OPPOSE EFFORTS THAT LIMIT THE OPERATIONS OF THE ENERGY SECTOR**

Among the Chamber's membership are major operators in Colorado's energy sector, operators in numerous heavy industries, manufacturers, and many members whose businesses and operations include or depend upon at least some type of industrial or manufacturing component. The Colorado Chamber opposes new requirements, rules and regulations that would make Colorado too costly to operate for these critical industries, resulting in the loss of jobs and economic output.

### **SUPPORT BUSINESS AND EMPLOYEE PROGRAMS AND AUTONOMY WHEN COMMUTING**

The Colorado Chamber will continue to support employee choice and autonomy in how they get to work, recognizing the unique needs and circumstances of individual families and communities. We will oppose efforts taking a mandate-based approach to reducing the number of employees using their own vehicles to get to work. The Chamber also supports the creation of an entity to vet additional rulemakings, for example indirect sources, before they are mandated via legislation.

**6th**

Colorado's national ranking for number of business regulations

### **ALIGN STATE AND FEDERAL ENVIRONMENTAL REGULATIONS**

New environmental rules and regulations should align with federal environmental standards to provide clarity and consistency to operators. The Colorado Chamber opposes bills giving state agencies the power to adopt regulations on business that are more stringent than federal regulations, placing Colorado at a competitive disadvantage with neighboring states. The Chamber will continue to engage with industry and environmental groups on proactive legislation that streamlines regulations and permitting processes.



# REGULATORY CLIMATE

## LABOR & EMPLOYMENT

### PROTECT AND CONTINUE TO PROMOTE THE HEALTH OF THE UNEMPLOYMENT INSURANCE FUND

The purpose of the Unemployment Insurance Trust Fund (UITF) is to support workers who are laid off through no fault of their own. The fund is solely paid by Colorado employers through unemployment insurance premiums. The Chamber supports protecting the integrity of the unemployment system and that it be used for its intended purpose. We support policies that will positively impact the health of the UITF and oppose policies that could lead to premium hikes on businesses, compromise solvency or reduce funding for the UITF.

**1.3 million**

The number of regulatory restrictions Colorado business face at the state and federal level

### PROTECT COLORADO'S WORKERS' COMPENSATION SYSTEM

Workers' compensation programs provide injured workers with financial assistance when an individual is hurt on the job. Benefits are solely paid by employers and include medical treatment and vocational rehabilitation, as well as disability benefits which allow for a partial replacement of lost income or earning capacity due to an injury. The Colorado Chamber opposes significant changes to the Workers' Compensation System in Colorado that will substantially increase costs to employers. Legislation in this space should be created with collaboration between workers and employers.

### OPPOSE ATTEMPTS TO INTERFERE WITH EMPLOYER-EMPLOYEE RELATIONSHIP

The Colorado Chamber will continue to oppose legislation creating new mandates that interfere with the relationship between employers and their employees. This includes proposals that dictate how employers manage employee workweek schedules, flexibility and pay without consideration for basic operational business needs.

# REGULATORY CLIMATE LEGAL CLIMATE REFORM

## SUPPORT LITIGATION TRANSPARENCY REFORMS

The Colorado Chamber's Legal Reform Alliance is focused on improving the state's legal environment as Colorado's legal climate rankings has dropped significantly over the last 10 years compared to other states. Third party litigation funding is a growing practice that can increase frivolous lawsuits and consequently increase costs on businesses. We will pursue legislation that specifically addresses the need for transparency in the litigation process.

**21st**

Colorado's  
national legal  
climate  
ranking

## OPPOSE NEEDLESS NEW PRIVATE RIGHTS OF ACTION AGAINST BUSINESS

It has unfortunately become common in recent years for legislative proposals impacting businesses to include private rights-of-action encouraging a litigious relationship between employees and employers. Many of these proposals attempt to override state administrative processes already in place to handle complaints and resolve disputes without legal action. Through its Legal Reform Alliance, the Colorado Chamber will oppose any legislation that incentivizes the abuse of civil suits by plaintiffs' attorneys against the business community. The Chamber will also oppose attempts to expand civil damages or remove caps that would contribute to a more costly legal environment.

**39th**

Colorado's national  
ranking for cost of  
doing business

## SUPPORT CONSTRUCTION DEFECT REFORM

Costly regulations around construction liability have limited the creation of new housing units in parts of the state. The Colorado Chamber supports necessary construction defect reform to boost the development of condominiums which is a key housing product missing in the state.



# PROTECTING & BUILDING COLORADO'S WORKFORCE

The Colorado Chamber is committed to bolstering our talent pipeline and ensuring our workforce is set up for success. Through its Education to Employment Alliance, the Chamber and its partners have collaborated on many new and innovative solutions in recent years to address our workforce gaps. As these initiatives come to fruition, the Chamber is focused on ensuring they are implemented and funded properly. In addition, a major priority in 2025 will protecting our workforce from the unintended consequences of laws that could threaten jobs, create operational problems for employees, and negatively impact the benefits and flexibility employers are able to offer.

## OPPOSE JOB KILLERS

Recent legislative sessions have seen an alarming influx in bills that would drive jobs out of state or eliminate them altogether. Last year, the Colorado Chamber defeated eight major “job killers” that would have delivered a significant blow to the state’s economy. The Chamber will continue to identify and fight job killers in the 2025 session to preserve the livelihoods of Coloradans and protect the state’s competitiveness.

## ALIGN WORKFORCE PROGRAMS TO ENSURE EFFICIENT AND EFFECTIVE FUNDING

Following the passage of a slate of business-backed workforce development bills in 2024, the Colorado Chamber will work to ensure that improved data on program success is used to get funding to the proper career pipeline channels. It also will work to ensure that education providers are focused on training learners in the skills that employers need and that state workforce programs are administered in ways that make them accessible to both employers and learners.

# 35th

Colorado’s national ranking for state and local funding for higher education

## PRESERVE COLORADO'S LABOR PEACE ACT

Colorado’s carefully crafted labor laws promote fair policies for workers while allowing for a healthy economic climate for business. In order to preserve this delicate balance, the Colorado Chamber has opposed previous ‘right-to-work’ legislation and has a long history of collaboration on labor issues. The Colorado Chamber also opposes proposals that would disrupt the balance achieved between business and labor through the Colorado Labor Peace Act. This 80-year-old law is important to maintain as it offers another tool in the state’s toolbox for incentivizing businesses. Our goal is to elevate Colorado’s competitiveness among other states – eliminating this balance is counterintuitive to that objective.

For every 10% increase in state regulations:

# 36,000

jobs are lost

# 9,000

firms are lost

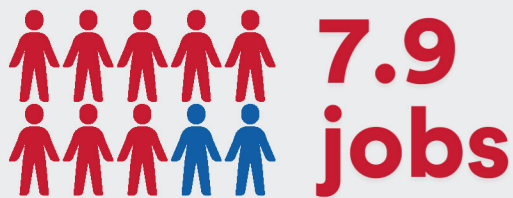
# PROTECTING & BUILDING COLORADO'S WORKFORCE

## ENSURE EDUCATION PROVIDERS ARE FOCUSED ON THE SKILLS EMPLOYERS NEED

Employers and community colleges have an open and productive relationship facilitated through legally required advisory boards as part of career and technical education programs. However, robust relationships don't exist between the business community and all departments at four-year universities, despite efforts by local universities to bolster industry partnership programs. The Chamber supports recentering the talent development system on skills rather than credentials by aligning courses with industry recognized needs and skill rubrics and by syncing hiring processes with statewide postsecondary transfer systems.

## PROTECT WORKERS FROM UNINTENDED CONSEQUENCES OF LABOR REGULATIONS

Proposals regulating labor and employment often come with unintended consequences that harm the very workers they are trying to help. For example, in the 2024 legislative session, the Colorado Chamber opposed a bill that sought to reduce wage theft because the proposal would have inadvertently rewarded bad actors, putting general contractors on the hook for the actions of independent subcontractors. The Colorado Chamber will continue to oppose bills creating new labor regulations that come with costly consequences for both workers and businesses.



Total jobs impact per firm for every 10% increase in regulations in Colorado

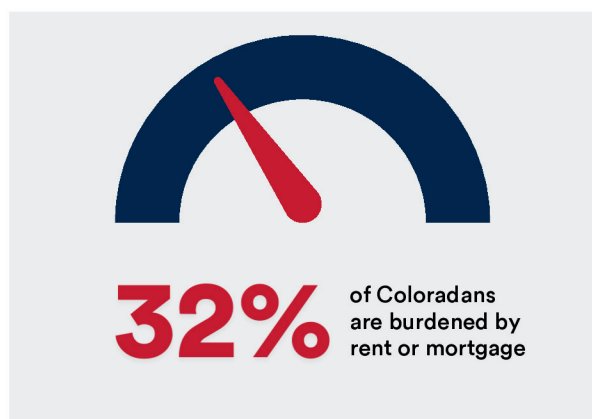


# COST OF LIVING & COMPETITIVENESS

The Colorado Chamber is working to promote a future-focused vision of fostering a prosperous and inclusive economic climate. We want to be a top state where business leaders choose to invest, innovate, and create jobs and opportunities. But our high cost of living is holding us back – from housing to childcare and more. Recent rankings put Colorado in the top five most expensive states to live. These affordability problems have major implications for our current and future workforce. Cost of living is a critical business issue, and we must take steps to make living and working in Colorado more affordable in order to remain competitive.

## SUPPORT POLICIES TO INCREASE HOUSING IN COLORADO

The Colorado Chamber will actively pursue and support policies to increase the supply of workforce housing stock and remove regulatory barriers to the development and creation of new housing. The Chamber supports the adoption of legislation or policies that provide easier pathways to housing development.



## SUPPORT INNOVATIVE HOUSING FUNDING POLICIES

Access to numerous housing options will cultivate and attract a talented and diverse collective of workers, which is key to Colorado's economic growth. The Chamber and its members are dedicated to collaborating with state leaders and housing experts to identify innovative ways to not only finance housing but create home ownership opportunities for Colorado's workforce.

## OPPOSE TAX AND FEE HIKES THAT INCREASE COST OF DOING BUSINESS

A competitive state tax climate is necessary for a strong economy and business environment. The Colorado Chamber will oppose the increase of tax rates, the removal of critical business tax credits, and the creation of burdensome fees or tax regulations that would make the state's business climate less competitive. This also includes the creation or increase of new taxes on short-term rentals and second homes that could hurt tourism in Colorado.



## SUPPORT IMPROVEMENTS TO THE BUSINESS PERSONAL PROPERTY TAX CREDIT

The current system for business personal property tax is difficult to navigate and to comply with. The Colorado Chamber supports the overhaul of the current refundable Business Personal Property Tax (BPPT) credit. A new BPPT credit would help those businesses above the \$50,000 threshold that would not be exempt from the BPPT thus increasing Colorado's competitiveness with other states.



# COST OF LIVING & COMPETITIVENESS

## IMPROVE ACCESS AND AFFORDABILITY OF CHILDCARE

Colorado's cost of living is a significant deterrent to work, and our childcare costs are among the highest in the nation. The Colorado Chamber will support the creation and implementation of policies that strengthen incentives for Colorado employers to offer on-site or subsidized childcare to improve its affordability and availability for workers.

# \$16,333

The average cost of childcare in Colorado per year

# 46th

Colorado's national ranking for cost of living

## PROMOTE FLEXIBILITY IN COLORADO'S HEALTH CARE SYSTEM

The Colorado Chamber opposes measures that would place new mandates and financial burdens onto health insurers, hospitals, pharmaceuticals, and providers. The state should also allow for the full and proper implementation of the Colorado Option before pursuing additional structural health insurance reforms, including attempts to create a costly single-payer, government-run health care system in Colorado. These models in other states have created billions in new taxes to fund such systems, including through large-scale employer payroll taxes.

## SUPPORT BALANCE IN EMISSIONS-CUTTING REGULATIONS

The Colorado Chamber supports efforts to reduce greenhouse gas emissions but believes that state officials must understand the economic consequences of such rules and implement the rules in ways that are practicable. Specifically, the Chamber wants the state to investigate more fully the financial implications of efforts to reduce emissions through commercial building codes and what changes can be made to make regulations attainable. Balancing the cost of such regulations on developers and consumers is critical to understand the full economic impact.



# TECH INNOVATION & ECONOMIC GROWTH

Colorado's economy is diverse, with strong asset clusters across multiple industries. The Colorado Chamber is the only organization representing all sectors statewide for businesses of all sizes. Our policy agenda focuses on unifying business issues that will improve our economic standing as a whole. Our technology sector in particular is poised to drive economic growth as the state's economy and workforce modernizes. Through the Chamber's Tech Alliance, we are focused on advancing policies that foster our tech community to ensure Colorado is an attractive place to do business now and in the years to come.

## ENSURE UPDATES ARTIFICIAL INTELLIGENCE REGULATIONS PRESERVE ECONOMIC COMPETITIVENESS

The Colorado Chamber has been appointed to the Artificial Intelligence Impact Task Force by the governor to provide guidance on how the responsible development of AI regulations in Colorado. The Chamber will ensure that any updates to the state's AI regulatory framework preserve competitiveness to maximize our position as a top state for technology advancement.

## SUPPORT POLICIES THAT ENSURE COLORADO'S TECH SECTOR CONTINUES TO GROW

Colorado's technology industry is identified as a strong industry asset cluster helping to drive our economy. The Chamber believes we can be a leading state for technological growth – but we must advance the right policies to attract tech companies and jobs. The Colorado Chamber will support policies through its Tech Alliance that broadly benefit this critical industry and position the state for sustained growth..

# \$76 billion

The economic impact of Colorado's tech industry

## PROMOTE SAFE ONLINE ENVIRONMENT FOR CHILDREN

The Colorado Chamber will work to ensure that proposed legislation does not unintentionally create a privacy risk for children and protects current online options that create safe environments for children. The Chamber will create awareness of the proactive steps taken by technology companies that currently provide protective IT platform features for children such as parental controls and other mechanisms that can preempt potential online risk to children.

# BENCHMARKING COMPETITIVENESS

For more information on Colorado's economic standing, rankings, and data, please visit [cochamber.com/scorecard](https://cochamber.com/scorecard).

(For Rankings, 1 = Best, 50 = Worst)

	TEXAS	FLORIDA	TENNESSEE	ARIZONA	North Carolina	COLORADO
Best States for Business	1	2	3	4	5	29
Cost of Doing Business Ranking	6	25	7	31	18	39
Business Tax Climate Ranking	13	4	15	14	9	27
Infrastructure Ranking	26	35	7	2	20	12
Cost of Living Ranking	29	38	17	32	24	39
Median House Price	\$332,134	\$358,039	\$331,220	\$426,731	\$320,067	\$555,121
Most Affordable Housing	31	40	18	36	21	47
Annual Mean Wage	\$57,300	\$55,980	\$52,820	\$58,620	\$56,220	\$67,870
Tort Cost Ranking	19	2	32	20	42	23

1 CEO Magazine 2024 Best States for Business  
 2 CNBC America's Top States for Business 2024  
 3 Tax Foundation 2024 State Business Tax Index

4 CNBC America's Top States For Business 2024  
 5 U.S. News 2024 Cost of Living Ranking  
 6 Rocket Homes Median Home Prices By State for 2024

7 U.S. News 2024 Housing Affordability Ranking  
 8 Forbes Average Salary By State in 2024  
 9 U.S. Chamber Institute for Legal Reform, 2022



# MAKE YOUR VOICE HEARD

The Colorado Chamber is the statewide advocacy leader in unifying the business community and making effective change. With the legislative and regulatory environments constantly evolving, there are many issue- and industry-specific efforts that the Chamber engages in to ensure the voice of business is heard.

As part of our advocacy efforts, the Colorado Chamber has developed six standing policy councils that formulate legislative positions and priorities for their respective policy areas every legislative session. In addition, the Chamber also convenes issue-specific coalitions and alliances to strategize on proposals or bills that merit special attention or mobilization from businesses.



## POLICY COUNCILS

Policy councils are at the core of the Colorado Chamber's work, offering a unique opportunity for Chamber members to add their expertise and judgment to our policymaking and influence legislation and regulations that impact business. Council meetings provide an open and frank dialogue between our members, key legislators and state agency leaders.

As a council member, you'll receive up to the minute notices of current issues of interest to that council and invitations to council meetings, meet with relevant government officials, be invited to help craft legislation, weigh in on proposed legislation, offer insight to the Colorado Chamber advocacy team on areas in which you have expertise, and testify on legislation. Below are our standing policy councils:

**TAX COUNCIL**

**ENERGY & ENVIRONMENT COUNCIL**

**GOVERNMENT AFFAIRS COUNCIL**

**HEALTH CARE COUNCIL**

**LABOR & EMPLOYMENT COUNCIL**

**REGULATORY AFFAIRS COUNCIL**



## ALLIANCES

As part of Vision 2033, the Colorado Chamber's 10-year strategic action plan to improve our business climate, the organization has launched several industry- and issue-focused alliances to address critical economic and regulatory challenges facing employers. These alliances are composed of organizations and companies coming together to increase Colorado's economic competitiveness.

Through these alliances, the Chamber is uniting industry experts to collaborate on statewide, solutions-driven reforms and policies. Together, these efforts will help bolster our broader business climate and secure our economic future.

**ENVIRONMENTAL SUSTAINABILITY & CLIMATE ACTION TASK FORCE**

**LEGAL REFORM ALLIANCE**

**TECHNOLOGY ALLIANCE**

**EDUCATION TO EMPLOYMENT ALLIANCE**

To get involved, please contact [Laura Moss](mailto:lmoss@cochamber.com) at [lmoss@cochamber.com](mailto:lmoss@cochamber.com).

# MEET THE COLORADO CHAMBER'S GOVERNMENT AFFAIRS & POLICY EXPERTS



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Chair, Tax Council



**DOUG BENEVENTO**

Chair, Energy &  
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**JENNIFER WALLER**

Chair, Governmental  
Affairs Council



**BEVERLY RAZON**

Chair, Health Care  
Council



**STACEY CAMPBELL**

Chair, Labor &  
Employment Council



**JULIE ROSEN**

Chair, Regulatory  
Affairs Council



**LARRY HUDSON**

Contract Lobbyist



**PEGGI O'KEEFE**

Contract Lobbyist



**LANDON GATES**

Contract Lobbyist





# THE BEST WAY TO STAY INFORMED ON THE 2025 LEGISLATIVE SESSION

In February 2023, the Colorado Chamber of Commerce launched The Sum & Substance, an online news publication by Editor Ed Sealoover giving readers an insider's perspective on the politics and policies impacting Colorado's economic climate. TSS breaks down what matters to Colorado business, cutting through the noise to provide fact-based, engaging content Coloradans can trust.



“The Sum & Substance is a critical resource. Ed’s dedication to solid journalism in today’s soundbite world delivers an inside view and in-depth understanding of what’s coming in Colorado’s legislative, political, and regulatory landscape – for health care industries and beyond. It is a reliable source for any Coloradan who wants to better understand government’s impact on our economy.”

**BEVERLY RAZON, COPIC**



“For years, Colorado’s business community has relied on Ed Sealoover for his prodigious and prolific reporting, usually in real time. The Sum & Substance builds upon Ed’s years of dynamic journalism but allows him to dig into even greater detail on the public policies which shape Coloradans’ lives and livelihoods. A jack-of-nearly-all-trades, Ed is indispensable in articulating the tenor and tone of his subjects and providing his readers digestible and relatable stories about issues across the public policy spectrum. The Sum & Substance is a must-read for anyone who seeks to understand what is happening under the Golden Dome.”

**KAIT SCHWARTZ, API COLORADO**



“The Sum & Substance offers helpful insights into issues affecting businesses, and I appreciate how it digs into the factors driving changes in Colorado. Thanks to The Sum & Substance, I have a better understanding of not only what’s currently happening in Colorado, but also what’s on the horizon. The Sum & Substance reports the most relevant news in a thoughtful and timely manner, which makes it easier for me to stay on top of what I need to know.”

**BEN METZGER, CANVAS CREDIT UNION**

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# COLORADO CHAMBER OF COMMERCE

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## COCHAMBER.COM

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