

2025 ANNUAL REPORT



Overview of the 2025 Legislative Session



OVERVIEW

Colorado Chamber Leads on Major Business Issues in 2025 Legislative Session



A MESSAGE FROM OUR PRESIDENT & CEO

This was a pivotal year for the Colorado Chamber's priorities. Regulatory reform has been a top issue for us since we released a study finding that Colorado is the sixth most regulated state in the nation. We wanted to approach this issue thoughtfully, and I'm proud of the progress we've made to bring much-needed relief to the statewide business community. We also led on other significant issues, from preserving the Labor Peace Act to limiting foreign influence in civil litigation. This is only the beginning, and we look forward to building on our progress in the coming years.



Loren Furman

President & CEO

From Regulatory Reform to Labor Disputes, the Colorado Chamber Secured Big Wins for Businesses Statewide in 2025

By Meghan Dollar and Cynthia Eveleth-Havens

Going into the 2025 legislative session, the Colorado Chamber had a clear vision and path for proactive reform at the Capitol. Driven by its 10-year strategic action plan to improve Colorado's economy and multiple years of research, the Chamber's top priority was getting the state's regulatory climate under control.

Through aggressive advocacy efforts in a difficult budgetary year for the state, the Colorado Chamber oversaw the passage of the first major step towards real regulatory relief for the business community. With support from legislative leadership and the governor's office, beginning next year, certain state agencies with the greatest level of regulatory burdens on employers will undergo performance audits to assess whether their regulations are meeting their intended goals. Combined with several proposals that will improve permitting processes at state agencies, it's the Chamber's hope that Colorado's regulatory climate will begin to be easier and less expensive to navigate for the business community.

In addition to launching the first step of the Chamber's regulatory reform agenda,



Meghan Dollar

Senior Vice President
Governmental Affairs
& Political Operations



Cynthia Eveleth-Havens

Chief Strategy Officer &
Senior Vice President
Communications

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another major victory for business this year was preserving the state's longstanding labor laws. At the end of 2024, labor groups announced a significant, coordinated effort to overhaul the Labor Peace Act this year, making it easier for unions to form and impose mandatory dues on workers. The Colorado Chamber played a lead role in negotiations with unions and the governor's office on behalf of statewide employers, joining with other business groups to protect the balanced system that has given Colorado a competitive edge compared to other states with more restrictive labor laws.

After efforts to find compromise failed and unions walked away from the table, the Colorado Chamber joined with other business groups to ask the governor for a veto. Attached to the veto request were the names of over 1,000 individuals who opposed the legislation. In recognition of the good faith efforts from the business community, Gov. Jared Polis ultimately vetoed the bill, preserving the state's unique labor laws and protecting worker choice.

Another significant accomplishment this year was the defeat of a series of costly environmental proposals and the lack of any major new emissions regulations. This follows an agreement between industry and environmental groups made in the 2024 session to pause any new legislative or ballot fights concerning oil and gas production. The Chamber helped defeat several bills that would have placed unnecessary reporting and notice requirements on Colorado businesses. This legislation would have added to Colorado's regulatory burdens on businesses without providing any positive environmental impact.

Bills regulating the technology industry also took center stage this year. The Chamber opposed legislation that would have created whistleblower protections for employees of Artificial Intelligence (AI) model developers. Additionally, the Chamber worked with members and other partner organizations to attempt to find a compromise and clarify existing AI protections law created by Senate Bill 205 in 2024. Ultimately, no legislation was passed to clarify the law, but the Chamber will continue conversations and work with the bill sponsor, attorney general's office and governor's office on rulemaking in the interim.

The Chamber also brought proactive legislation to put guardrails on foreign third-party investing in Colorado lawsuits. The bill prevents foreign funder control or manipulation of litigation, ensures that plaintiffs are aware of outside influences on their cases, and requires disclosures when foreign entities fund civil cases. It will increase transparency and help combat what is a national concern.

Tax was also a busy subject area this year as the Chamber fought legislation that would have deemed downloadable software taxable and rendered an important tax credit unusable. The Chamber was successful in amending those two key sections out of the bill.

At the end of the day, 2025 was a pivotal year at the legislature for business, marking the beginning of long-term and thoughtful regulatory reform that will improve our business climate for years to come.



"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."



LOREN FURMAN
President & CEO
2025 Chamber
Legislative Agenda





up to

\$61 Billion

Cost to achieve zero emissions by 2040 – bill defeated.

**\$318 Million**

Money saved by preserving the software sales tax exemption in HB 1296.

**\$1,140 per employee**

Annual average union dues. The veto of SB 5 preserves worker choice, avoiding mandatory dues deductions for certain employees.

**\$100 Million**

Annual estimated economic benefit of securing the Sundance Film Festival in HB 1005.

**\$250 per family**

Annual health insurance premiums saved by the defeat of HB 1297.

**36,000**

Colorado jobs at risk if regulations grow by 10%. The Chamber's reform efforts, beginning with SB 306, kickstart regulatory relief.

The 2025 Legislative Session by the Numbers

ON THE ISSUES

Regulatory Reform: Overview and What's Coming



“As governor, I can do this with Executive Orders, but for the legislature to get rid of old laws, it takes them passing it through both chambers. So, we are looking to forward to working with the Colorado Chamber of Commerce and others to find old and obsolete regulations and laws, so hopefully we can do a similar thing with laws in addition to with Executive Orders.”



Gov. Jared Polis
In a December 2024
statement to 11 News



By: Meghan Dollar

Senior Vice President,
Government Affairs and Political
Operations



By: Cynthia Eveleth-Havens

Chief Strategy Officer
Senior Vice President,
Communications

In December 2024 ahead of the upcoming session, the Colorado Chamber released the results of a year-long study on our regulatory climate conducted by a team of economists with expertise in state-level regulations. The findings became one of the most frequently cited data points of the legislative session, revealing that Colorado is the sixth most regulated state in the nation with about 45% of the state's total 200,000 regulations being deemed duplicative or excessive.

The Colorado Chamber made the issue the focal point of its legislative agenda, calling for structural reforms to ease the burden on businesses, consumers and workers. The issue drew the attention of Gov. Jared Polis, who notably called on lawmakers to work with the Chamber on these efforts in his January 9 State of the State address.

Armed with data-backed research and proactive solutions, the Chamber's lobby team began working on long-term policy proposals with leadership from both sides of the aisle. In order to secure buy-in from all interested stakeholders, the Chamber even proactively met with environmental and labor groups to get feedback and ensure the process was collaborative.

What ultimately was introduced and passed unanimously with bipartisan support was Senate Bill 306, a thoughtful and strategic proposal that takes a surgical approach to addressing the most significant regulatory pressure points for businesses.

SB 306, sponsored by Majority Leader Robert Rodriguez and Sen. Barbara Kirkmeyer, along with Reps. William Lindstedt and Rick Taggart, places certain state agencies that were found to have a disproportionate level of regulations under regular performance audits. The agencies selected were based on the Chamber's data, reporting that some industries in Colorado face up to seven times more state-level regulations than the national median. These regulations are a fitting starting point for meaningful reform.

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The performance audits under SB 306 will address whether programs are operated in an effective and efficient manner – including whether regulations are outdated, duplicative and accomplishing their intended goals. Neither of the divisions in question – the Air Pollution Control Division and the Division of Labor Standards – have ever faced a regular audit schedule in the past. These audits will begin next year and will help set the stage for additional proposals from the Chamber in the future to bring regulatory relief to employers across the state.

In addition to this major development, several other bills passed in the 2025 legislative session that will streamline government processes and ease the state-level regulatory burden.

SB 305, sponsored by the Joint Budget Committee, makes a series of changes to address the backlog in water quality permits and allow the Department of Public Health and Environment to process these permits faster. Another bill, SB 254, will ease fee increases expected at the Air Pollution Control Division, and was amended by the Chamber to bring more accountability and transparency to processing air quality permits.

These initiatives are significant achievements for the Chamber's government affairs team in a year when the state budget faced a \$1.2 billion hole. But tackling the thousands of regulations on the books will require even more work, and the Chamber will continue to build on this progress in future legislative sessions.

"We have more work to do on this [policy], that will actually audit some of the regulation that we have within the state departments to determine whether or not they're benefiting... So when it comes to regulatory policy, we're open to looking at things we can scale back on and figure out how we do get more funding to provide more incentives for our businesses in the state of Colorado."



SENATOR JAMES COLEMAN

President of the Colorado Senate
Discussing future efforts for regulatory reform on 9News Business Buzz (May 26, 2025)

Senate Bill 306

Relieving Regulatory Burden on Business



Reduce Regulatory Burden on Business

A thoughtful regulatory review process fosters a healthy long-term economic climate and address some of the most significant pressure points for the business community.



Increased Transparency

Regular performance audits create transparency and identify where regulations can be improved.



Implementation of Performance Audits

SB 306 places certain state agencies under regular performance audits by the state to determine if regulations are outdated, duplicative, and accomplishing their intended goals.



Identifying the Problem

A Colorado Chamber study found that Colorado is the sixth most regulated state in the nation with 45% of regulations being deemed excessive or duplicative.

ON THE ISSUES

Preserving Colorado's Labor Peace Act: The Debate that Loomed over the 2025 Legislation Session



By: Meghan Dollar

Senior Vice President,
Government Affairs and Political Operations

The Chamber's Labor & Employment Council had a busy year in 2025 taking positions on several important pieces of legislation. By far the biggest piece of legislation was Senate Bill 5, the Worker Protection Collective Bargaining Act, which the Chamber opposed as introduced.

The bill was introduced on the first day of the session by Senate Majority Leader Robert Rodriguez, Sen. Jessie Danielson, Rep. Jennifer Bacon and Rep. Javier Mabrey. SB 5 aimed to remove the mandate for a second election in Colorado's unionization process. Under the existing Colorado Labor Peace Act, after a union is recognized through a majority vote, a separate election is required to authorize negotiations over union security agreements – clauses that might require employees to join the union or pay dues as a condition of employment. This second election required a supermajority approval of at least 75% of those who voted, or 50% plus one of all employees eligible to vote, whichever was greater. SB 5 sought to eliminate this second election, allowing recognized unions and employers to directly negotiate union security provisions without additional procedural steps.

The bill faced strong opposition from business groups, including the Colorado Chamber of Commerce, who argued that the second election protected workers who did not wish to join a union from being required to pay representation fees. The business community sought to find a compromise with labor groups throughout the legislative session. Ultimately, negotiations fell through in the waning days of the session and the bill passed in its original form.

This left business leaders with no choice but to send a collective letter to Gov. Jared Polis requesting he veto SB 5. The letter cited that preserving the balance provided by the Labor Peace Act has the support of businesses and employees across our local communities, including more than 1,000 individuals who signed a petition to protect Colorado's unique labor peace status.



"The Colorado Chamber has a long history of collaboration with labor groups. We support protections for employees who choose not to join a union, and no one should be forced to pay dues into an organization that they do not support. Colorado's current labor laws strike a unique balance between unions, employees and the business community. Protecting this balance is a top priority for the Chamber as we review the proposal introduced today. We look forward to providing the perspective of the business community to find common ground."



LOREN FURMAN

President & CEO
January 2025 Chamber
Press Release

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“The right of workers to unionize is protected by federal law. It is also a right that I strongly support. The only policy in question under SB25-005 is Colorado's requirement for a second election to negotiate a union security clause. At its core this is about who has a say in whether union dues are deducted from employee paychecks. To my mind, mandatory dues deduction should require a high bar of both participation and support, particularly at a time when hardworking Coloradans are concerned about the cost of groceries, the economy, and their job security.”



Gov. Jared Polis
SB 5 Veto Letter
May 16, 2025

The governor vetoed the bill on May 16 and was applauded by the business community for helping Colorado stay competitive with other states. Per a press release from the Colorado Chamber, SB 5 would have “threatened our statewide business climate at a time when we should be fostering a competitive economy. We want Colorado to be a top state where business leaders choose to invest and create jobs, and vetoing SB 5 preserves the unique labor laws that set us apart from other states.”

This does leave a looming ballot fight in 2026. The Independence Institute, a non-profit organization, has filed a right-to-work ballot initiative. In response, the AFL-CIO and their other partner labor organizations have filed their own ballot initiative. Known as Initiative 43, it aims to establish “just cause” employment protections, which would make Colorado the second state in the U.S. to do so. The measure would require employers with at least eight employees to provide written justification within seven days for any suspension or termination of workers, including reasons like substandard performance or gross insubordination. Employees terminated without just cause could file a civil lawsuit within 180 days, seeking reinstatement, back pay and attorney's fees.

The competing ballot measures will certainly be a significant concern going into the 2026 legislative session, but whether negotiations will begin again remains to be seen. The Chamber remains ready to defend and protect our members and Colorado's competitiveness.

ON THE ISSUES

A Mixed Bag for Labor & Employment Legislation



By: Meghan Dollar

Senior Vice President,
Government Affairs and Political
Operations



By: Ed Sealoover

Editor, The Sum & Substance
Vice President, Strategic Initiatives



By: Teresa Busk

Communications and Advocacy
Manager



“Restaurants are a cornerstone of Colorado’s economy and local communities, but many are struggling under the weight of rising labor costs and inflation. This legislation provides a balanced solution, giving restaurants the flexibility to adapt to local wage increases while continuing to offer competitive wages to all employees. We’re appreciative of our partners at the Colorado Restaurant Association for spearheading this effort to ensure the long-term viability of the industry.”



LOREN FURMAN

President & CEO
February 2025 Chamber
Press Release

While Senate Bill 5 dominated the labor and employment conversation over the 2025 legislative session, there were several other major bills that the Colorado Chamber’s lobby team worked on this year that impact employers statewide.

A bill that marks the first major change to the state’s workers’ compensation laws since 2014 passed both the House and Senate this session. House Bill 1300 expands the number of physicians that injured workers are able to choose from four to over 1,000 and vastly extends the timeline on changes of physicians. These changes could lead to delays in diagnosis and treatment, introduce inconsistency in medical care, and increase litigation and costs for employers.

The Colorado Chamber played a lead role in negotiations over physician choice over a decade ago, which led to an agreement between labor and business groups to expand the number of physicians from two to four, among other changes. The business community believes that the 2014 deal strikes an appropriate balance as it allows for flexibility when choosing a doctor while preventing abuse of the system. By moving away from this carefully negotiated framework, HB 1300 introduces new uncertainty into a system that has functioned effectively for more than a decade.

Business leaders suffered another blow when Gov. Polis signed HB 1001, the latest attempt to stop wage theft in Colorado, one year after he’d vetoed a measure that sought to attack the crime by making general contractors pay wages stolen by unscrupulous subcontractors. The new law ditched that approach but substituted a wide-ranging set of new regulations that employers fear will make it easier for workers to file meritless claims and could scare off potential minority investors who now could be caught up in legal actions.

HB 1001 expands wage theft protections to independent contractors as well as employees, boosts fines against employers who misclassify employees as contractors and makes it more difficult for companies to collect attorney fees for frivolous claims. It newly allows state administrators to award attorney fees and compensatory damages to claimants and clarifies that workers can also seek damages against minority owners of at least 25% of the company if those owners have any say in daily business operations.

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Business leaders got one change they've sought for years, as the bill expanded from \$7,500 to \$13,000 the maximum size of claims that the Colorado Department of Labor and Employment can investigate – a provision likely to keep more cases out of court. But another clause in the bill assumes that any adverse action by an employer against a worker within 90 days of that worker filing a wage theft claim is retaliatory, which opens that employer up to greater penalties. The Chamber was also able to secure an amendment that capped the amount of damages that can be claimed.

On a positive front, legislators this year passed a bill aimed at helping Colorado restaurants keep their doors open after a sharp increase in closures in recent years. In 2024 alone, more than 200 restaurants shut down across Colorado, and Denver has been hit especially hard, having lost 22% of its restaurants since 2022. HB 1208 allows local governments that have enacted a minimum wage that exceeds the state minimum wage to increase their tip offset amount, as long as the increase does not cause the local tipped minimum wage to fall below the state tipped minimum wage. The measure seeks to address rising labor costs and wage disparities that have made it increasingly difficult for many restaurants to stay in business.

In addition, a bill that placed extreme requirements on employers surrounding the temperature of worksites was defeated and postponed indefinitely at the request of bill sponsors. HB 1286 would have required employers to implement protections for workers who are exposed to extreme hot and cold temperatures at the worksite, including temperature mitigation measures, rest breaks, and temperature-related injury and illness prevention plans. The bill would have applied to most public and private employers in Colorado. The Chamber opposed this bill because the practical application would have been extremely difficult for employers to comply with, holding up important infrastructure projects and creating major compliance and litigation costs. The Chamber expects there to be further conversations and stake holding in the interim.



Grand Junction Area Chamber of
Commerce

Mar 28 · 🌐

We're proud to share that HB24-1286, the bill proposing rigid mandates on work in extreme temperatures, has been defeated in committee. This marks a huge win for Colorado's business community and our workforce—especially here on the Western Slope.

This victory didn't happen by accident. It was the result of intentional collaboration. We're incredibly proud of the Western Slope Business Coalition we helped create—bringing together chambers, businesses, and organizations from across our region to speak with one strong, united voice.

Thank you to every individual and business who engaged, testified, and stood with us. Your advocacy mattered.

And a special shout-out to the [Colorado Chamber of Commerce](#) for their tireless leadership at the Capitol. Your efforts continue to make an impact statewide.

Shout out to the [The Sum & Substance](#) for this great article and thank you for including our westslope efforts.

Together, we showed the power of regional collaboration. Let's keep that momentum going.



ON THE ISSUES

Colorado Chamber Tackles Cost of Living Crisis



By: Cynthia Eveleth-Havens

Chief Strategy Officer, Senior Vice President
of Communications

At the beginning of the 2025 legislative session, the Colorado Chamber became aware of an alarming influx of bills at the Capitol that would worsen the state's cost of living crisis. In response, the Chamber unveiled a "Wallet Watchdog" campaign to identify and target proposals that would create new costs and increase consumer prices for Coloradans.

Over the course of the session, the Chamber added a total of nine bills to this target list. From raising health insurance premiums to creating costly new mandates that would be directly passed onto consumers, these proposals came with major unintended consequences that would have harmed our business climate.

When companies incur new costs, it doesn't happen in a vacuum – it directly impacts our local communities, workers and consumers. And between inflation and tariffs impacting household budgets across the state, Colorado can't afford to drive our cost of living even higher.

According to CNBC's state business rankings, Colorado is ranked 46th in cost of living, making it one of the most expensive places to live in the country. In the Colorado Chamber's annual business surveys, cost of living is consistently the greatest concern for attracting and retaining talent across the state – in 2025, 73% of companies said it was a top workforce issue.

Overall, the Chamber defeated or amended/resolved six out of the nine problematic bills on the Wallet Watchdog list. An overview of each bill and its ultimate fate is below:

Labor Law Overhaul (Defeated!): In what was one of the most contentious fights of the legislative session, SB 5 would have overhauled Colorado's longstanding Labor Peace Act and disrupted the balance that has kept our state competitive. The bill would have made it easier for labor unions to deduct mandatory dues from worker paychecks, whether they vote to support the union or not. With typical union dues ranging from between 1.5% to 3% of take-home pay, this would have created significant new costs for many Coloradans. While the bill passed both chambers of the legislature, it was ultimately vetoed by Gov. Polis.



"It was imperative for the Colorado Chamber to be a leader in defending against legislation that would increase costs on hardworking Coloradans this session. From blocking health insurance premium hikes to protecting consumers from increased costs on local business, the Chamber lived up to its reputation as a fierce advocate getting results for business."



MEGHAN DOLLAR
SVP of Government
Affairs
May 2025 Chamber
Press Release

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“Coloradans are facing increasing strains on their household budgets, with inflation driving up the cost of everyday goods and businesses struggling to keep up. Unfortunately, we’re seeing a concerning influx of bills at the state legislature this year that will only make things worse. Lawmakers need to understand the unintended consequences of the growing financial pressure on businesses through costly legislation. When companies incur new costs, it doesn’t happen in a vacuum – it directly impacts our local communities, workers and consumers.”



LOREN FURMAN
President & CEO
February 2025 Chamber
Press Release



Extreme Temperatures Mandates (Defeated!): A bill that would have placed extreme requirements on employers surrounding the temperature of worksites was introduced at the beginning of the legislature session. HB 1286 would have created new compliance and litigation costs that would have inherently been passed onto both consumers and workers. The bill ultimately died in committee in March.

Price Gouging (Amended/Resolved!): HB 1010 would have created new price gouging laws that came with harsh penalties. While well-intended, this bill would have hurt the very consumers it is trying to help by creating overly broad definitions and applying broadly to businesses statewide. These definitions failed to recognize market price fluctuations and other factors that go into how businesses price their products, creating new compliance and legal costs that would only drive consumer prices higher. The bill was heavily amended to significantly limit the definition of price gouging and require an emergency declaration from the governor for the protections to take effect.

Emissions Disclosure Fines (Defeated!): HB 1119 would have created new emissions disclosure requirements that carried a \$100,000-per-day fine on businesses who couldn’t meet the impossible requirements in the bill. Due to its broad multi-industry impact, the direct and indirect costs on Coloradans would have been extensive. The bill was defeated in committee by a bipartisan 8-5 vote, with four Democrats joining Republicans to kill it.

Health Insurance Hike to Support State-run Programs (Defeated!): HB 1297 would have increased premiums for individuals who receive health insurance through their employer in order to boost funds for the Health Affordability Insurance Enterprise. This enterprise supports the state’s health exchange, reinsurance program and insurance for undocumented immigrants. Essentially, Coloradans on certain health plans would have been forced to pay for a program they largely do not benefit from, which was expected to increase premiums by about \$250 annually for families. After a lengthy hearing in late April, the bill was tabled and ultimately died in the House Finance Committee at the request of the bill sponsors.

Tax Increase on Software, Insurers (Amended/Resolved!): By eliminating certain tax credits, HB 1296 was essentially a tax increase on companies and consumers that currently benefit from these credits under state law. It would have subjected all software to the sales tax and limited the use of the business personal property tax credit, regional home office tax credit, and enterprise zone tax credit. By removing opportunities for tax relief, this would have directly and indirectly increase costs for Coloradans across the board. After pushback from the business community, the bill was overhauled to scale back its application, preserving the major tax credits in question.

Insurance Mandate for Obesity Drugs (Passed): When coverage mandates are placed on health insurance plans, it raises premiums for everyone – and obesity treatment medication is extremely expensive. Last session under a similar proposal, insurers estimated that policyholders could expect to see an annual premium increase ranging from \$216 to \$288 per person across health plans. SB 48 requires all large group health benefit plans to provide this type of coverage. The bill ultimately passed the legislature with some amendments – the Chamber maintained an “opposed” position.

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Limiting Consumer Choice in Alcohol Purchases (Passed): SB 33 ends the nine-year practice of allowing grocery stores to buy out the licenses of nearby liquor stores to add spirits to the beer and wine they can sell at all locations. By limiting choice in where individuals can purchase alcohol, this negatively impacts buyer convenience and create less competition, hurting consumers overall. The Chamber opposed the bill, but it ultimately passed and was signed by the governor.

Laying the Groundwork for Government-run Health Insurance (Passed): For several sessions, legislators have tried to pass a bill to create a single-payer, government-run health care payment system in Colorado. The proposal finally passed this year after the sponsors found a creative way to fund it without immediately impacting the state budget. SB 45 would set the foundation for the creation of such a system by starting out as a study, but the Chamber has remained opposed because this “study” has a predetermined outcome. Similar legislation passed in Oregon, which has been estimated to cost \$20 billion in new taxes, including a \$12 billion payroll tax. This fight is not over; the study resulting from SB 45 will ultimately turn into a bill that will be introduced in a future legislative session.

ON THE ISSUES

Big Wins for Business in the Energy & Environment Space this Session



By: Meghan Dollar

Senior Vice President,
Government Affairs and Political
Operations

The energy and environment space in 2025 was not nearly as packed as the 2024 legislative session. This was largely due to the grand compromise made around oil and gas legislation last year. Though there were fewer bills, the Chamber still engaged in several concerning pieces of legislation. The bills below that ultimately were defeated all had one thing in common – unnecessary and burdensome regulations on businesses without any meaningful change to emissions or improvement in air quality in Colorado.

HB 1119 would have required companies that do business in Colorado and have total annual revenue exceeding \$1 billion to publicly disclose their greenhouse gas emissions, including Scope 1, 2, and 3. The bill was based on a policy that was passed in California and is currently on hold due to a pending lawsuit and general concerns on implementation. The Chamber opposed the legislation because it would have come with significant costs to comply with the law and massive fines and legal liability. The bill was defeated in the House Energy & Environment Committee.

An additional piece of legislation that required unnecessary emissions reporting was HB 1241, which mandated that owners or operators of facilities emitting or potentially emitting air pollutants maintain records demonstrating compliance with air quality regulations. These records must be publicly accessible via a direct link on the facility's website as well as the state's public health and environment department. The Chamber opposed this legislation for similar reasons to HB 1119 as it also added to an already excessive regulatory system without any positive environmental impact. HB 1241 did not pass the House Appropriations Committee due to the significant cost to the state. We expect to see this legislation again next year.

Another major victory in the environmental space this year was the defeat of HB 1277. The bill would have mandated that fuel products display a specific warning label stating, "WARNING: Use of this product releases air pollutants and greenhouse gases, known by the state of Colorado to be linked to significant health impacts and global heating." The Chamber opposed the legislation because it created unnecessary regulations on retailers that came with additional legal liability, and the bill would not have led to improvement in air quality.



"To meet our clean energy goals by 2040 and 2050, we need to have dispatchable, consistent power sources that work in Colorado's mountain and high plains environments. While wind and solar are strong alternatives to get us to our goals, advancements in battery storage and a need for continuous power will be necessary to meet our climate goals. Nuclear power as a clean energy source is one of several ways to meet these goals."

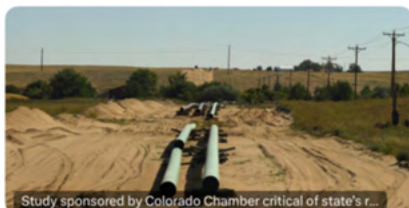


MEGHAN DOLLAR
SVP of Government
Affairs
Testimony in support of
HB 1040, February 2025

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Many states have slowed the pace at which they added new regulations or even reduced the total number, but Colorado has moved in the opposite direction and will pay a price for doing so, according to a study sponsored by the Colorado Chamber of Commerce.



Study sponsored by Colorado Chamber critical of state's r...

From denverpost.com

Oftentimes, some of the biggest wins for business comes from killing bills before they even have a chance to be introduced. One substantial win on this front was a proposal from the Colorado Energy Office, which aimed to accelerate the state's transition to 100% renewable electricity by 2040. The bill faced significant opposition from utilities and business groups as there were concerns that the accelerated timeline would lead to increased energy costs and potential grid reliability. As a result, legislative leaders decided to defer consideration of the bill until at least the following year, and the measure was never introduced. The Chamber expects a full stakeholder process in the interim.

Several pieces of Chamber-supported environmental legislation passed this year, including HB 1165 which aimed at further allowing carbon capture and underground storage projects in Colorado. Allowing newer technologies to operate in the state will help Colorado meet climate goals. The Chamber also supported HB 1177, which allowed more flexibility to adjust tariffs in certain economic development projects, and HB 1040, which includes nuclear energy as clean energy under state law.

ON THE ISSUES

Lawmakers Pass Major Health Care Legislation in 2025



By: Ed Sealoover

Editor, The Sum & Substance
Vice President, Strategic Initiatives

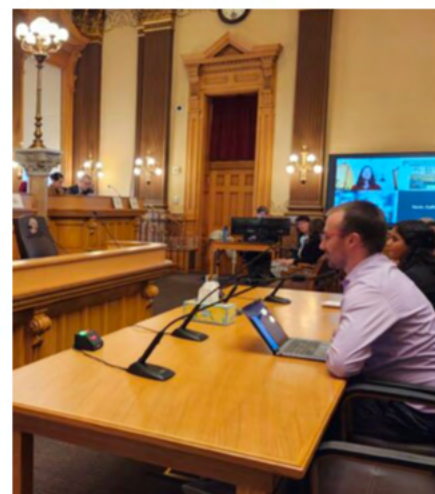
A legislative session that featured proposals for really big changes in the health care sector ended with the passage of a smattering of bills that will lead to more incremental operational adjustments and study the possibility of significant upheaval in the future.

Unsuccessful efforts this year sought to cap what hospitals could charge to some privately insured individuals, make it harder for health systems to acquire new specialty or primary care practices and increase fees on insurers to fund state-backed subsidy programs. Plus, Gov. Jared Polis did not move forward his announced plan to privatize state-chartered workers' compensation insurer Pinnacol Assurance after getting pushback from legislators in his party.

Instead, much of what passed can be seen as compromises to some of these more far-reaching ideas, although there's a good chance that at least some of the most contentious fights will return in the next one to three years.

Take, for example, the battle over the Polis-backed House Bill 1174, which sought to limit hospital pricing to 165% of Medicare reimbursement rates for about 260,000 individuals insured by small-group plans or by the plan that covers state employees. Sponsors sought to use savings to prop up struggling federally qualified health centers that serve many of the state's uninsured or Medicaid patients, and to cut insurance costs for state workers.

The Colorado Chamber opposed the bill, while hospitals warned they could lose hundreds of millions of dollars annually at a time when the majority of state facilities have unsustainable margins, and they said too that facilities either would cut critical services or raise prices for other privately insured patients. With the bill having no pathway to pass the Senate, hospitals and health centers passed an alternative measure, Senate Bill 290, that could generate \$200 million for the clinics serving the poorest Coloradans without capping reimbursements.



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“While the bill is presented as a study, there is a clear predetermined outcome to implement a universal, single-payer health care system statewide. Similar legislation has recently passed in the state of Oregon, which has been estimated to cost \$20 billion in new taxes, including a \$12.3 billion employer payroll tax. The Colorado Chamber has long been opposed to mandates that will increase costs on health care industries, employers and their employees.”



MEGHAN DOLLAR
SVP, Governmental
Affairs
Speaking to The Center
Square in May 2025
about SB 45

HB 1297 sought to raise by 1% the fees on premiums for private health insurance plans to fund the state reinsurance program that tamps down individual premiums in high-cost areas and to expand a program that gives free insurance to undocumented immigrants. It died, however, as legislators pushed back this year on creating or boosting the costs of enterprises as their constituents complained of the suffocating rising costs of living.

SB 198 sought to give the Colorado attorney general’s office more ability to investigate potential acquisitions of private practices by health systems and to reject them if they could raise patient costs or limit access to services. The Chamber opposed the measure due to its overreaching and broad impact on the health care industry, and the bill ultimately died. The bill sponsor Sen. Cathy Kipp said she will work with hospitals and health care advocates throughout the offseason to come back with a measure that she will introduce in 2026.

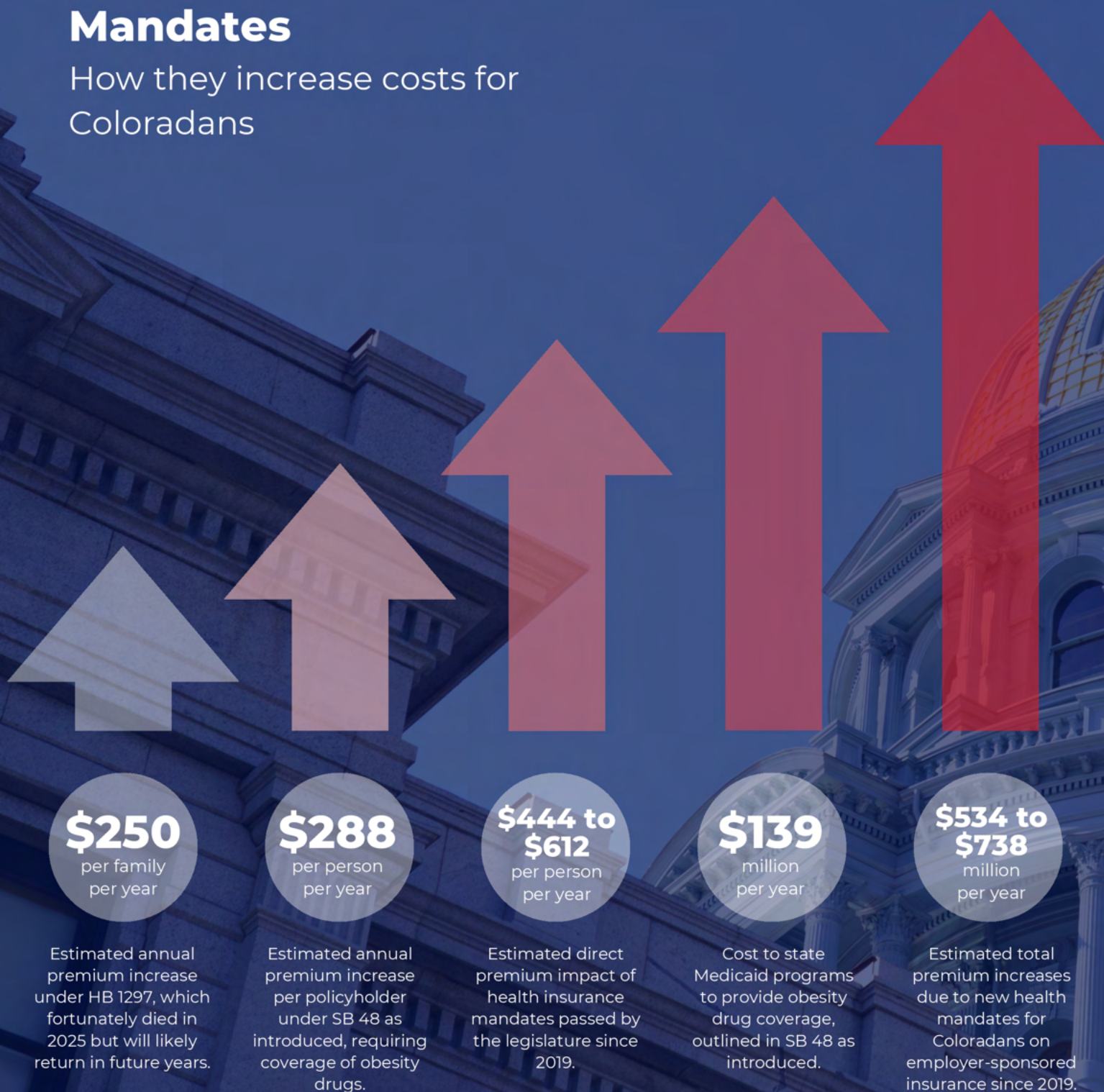
Some bills that ended up passing did so only after significant compromises. SB 48, for example, started as a proposal to require insurers to cover pricey weight loss drugs like Ozempic and ended as a narrower bill that requires large group health plans to offer customers the option of purchasing plans to cover the drugs, which likely will be far more expensive to those customers. The Chamber remained in an opposed position on the bill, which ultimately passed.

Backers compromised less on HB 1094, which would allow pharmacy benefit managers (PBM) only to earn a flat fee rather than get paid based on a percentage of drug costs saved – a provision that aims to discourage them from pushing expensive brand name drugs. Sponsors added amendments that narrowed the income-earning restrictions somewhat and nixed a provision that the PBM must pass any income earned this way onto health plan beneficiaries. The Colorado Chamber and the PBM sector continued to oppose the bill due to its potential to increase costs. HB 1094 ultimately passed.

And after two failed attempts, Democrats finally passed a law this year that sets in motion a Colorado School of Public Health study to examine how Colorado could move to a Canada-style single-payer health care system and recommend a bill to do so by late 2026. The study must be funded exclusively by gifts, grants and donations, and its duration pushes any debate that could come from it back to 2027 or 2028 at the earliest.

By the Numbers: The Real Burden of Health Care Mandates

How they increase costs for Coloradans



ON THE ISSUES

Tech and AI Take Center Stage at Capitol, Pushing Major Debates to 2026



By: Ed Sealover

Editor, The Sum & Substance
Vice President, Strategic Initiatives

While legislators had one idea about boosting regulations for Colorado technology companies this year, Gov. Jared Polis had another, very different idea. As a result, the sector ended the 2025 session in largely the same place it began.

Legislators from both parties this year tried to make the internet and social media sites safer places for kids – a goal that tech executives emphasized that they shared, even as they disagreed vehemently with the tactics that bills took. In the end, the governor engaged in the discussions to ensure the bipartisan bills did not become law.

“HB 1264 while well intentioned in its purpose to continue to limit discriminatory behavior by an employer via AI will have the effect of prohibiting and disincentivizing the use of modern technological systems to make the workplace more efficient when evaluating an employee’s productivity and their positive work that often lead to growth in a company.”



MEGHAN DOLLAR
SVP of Government
Affairs
Speaking to Law Week
Colorado in April 2025

Senate Bill 86 sought to make social media platforms remove users who sold drugs, trafficked guns illegally or engaged in child pornography within 24 hours of being flagged by other users. The Colorado Chamber remained in an amend position on the bill. Chamber-opposed House Bill 1287 would have required social media companies to determine if users are minors and offer them protections like daily usage time limits and the ability to disable personal recommendations.

HB 1287 quietly died on the clock without a vote in its second committee. But legislators passed SB 86 and told Gov. Polis they would override his veto, only to fall short of votes in the House after the governor did indeed wield his veto pen with a message that it would have hurt Coloradans who use social media platforms to do business.

Gov. Polis later vetoed another technology-related bill that got bipartisan support – HB 1291, which would have required rideshare companies like Uber and Lyft to deactivate drivers facing criminal complaints from riders and opened the companies to new lawsuits. The Chamber didn’t take a position on the bill, but Uber threatened to leave Colorado if it became law. Gov. Polis said that the blow would be too much for the state and that the bill conflicted with existing drivers rights law, although he ordered agency leaders to examine how to enact portions that didn’t clash with other laws.

CONTINUED



“The Colorado Chamber is proud to partner with the Colorado Technology Association on their 2024 Colorado Tech Industry Report, highlighting the critical role of the tech sector in driving our state’s economy. A thriving tech industry is essential to Colorado’s economic competitiveness, driving job creation and a strong workforce. This report underscores the vital role of technology in shaping our state’s future and ensuring Colorado remains a top destination for business and talent.”



LOREN FURMAN
President & CEO
Statement on Colorado
Tech Industry Report in
a February 2025
Chamber Press Release



While a veto likely awaited HB 1264, which the Chamber opposed, the attempt to ban companies from using consumer surveillance data ran into bipartisan opposition that led to a first-committee death. Though sponsors said the bill was meant to stop e-retailers from doing things like hiking infant goods prices for shoppers with search histories indicating they are expectant mothers, business leaders said it also would have ended rewards offered by brand-loyalty programs. The bill ultimately died.

The open opposition from the governor was enough to stop HB 1212, which would have created unprecedented whistleblower protections for workers at artificial intelligence companies, even if they reported activities that were legal but ethically questionable. While the bill advanced with bipartisan support from the House Judiciary Committee in early March, it then sat for two months without action on the House calendar as administration officials said it would stifle attempts to grow the AI development sector in Colorado.

But that sector also suffered the tech industry’s biggest loss of the session, as it could not pass a long-discussed effort to roll back some regulations in a law, scheduled to go into effect in February 2026, that contains the most comprehensive AI rules in America. Senate Majority Leader Robert Rodriguez led a task force, which included Colorado Chamber President and CEO Loren Furman, seeking to smooth out regulations and introduced a compromise bill late in the 2025 session, but he killed it in its first committee hearing when he couldn’t get consensus between industry and consumer advocates.

Now, AI developers and deployers could have to disclose to consumers any instance in which AI plays a substantial role in making a consequential decision on things like hiring or medical treatments – and face appeals from any consumer unhappy with the decision. Gov. Polis and Sen. Rodriguez vowed to keep talking with sector leaders throughout the off-season and introduce a bill at the start of the 2026 session to make needed changes, but that would give them only 17 days to push a controversial bill through the General Assembly.

Data center developers also came to the Legislature seeking help this year but left similarly empty handed when a new tax incentive for the capital-intensive industry hubs died without ever getting a hearing before its second Senate committee. Environmentalists opposed the effort to give special treatment to an industry subsector that uses large amounts of power and water, and the bill’s \$16.7 million fiscal note was too much for a General Assembly that had to cut \$1.2 billion from next year’s budget.

One part of the technology industry that did get relief was the telecommunications sector, as legislators approved a bill, HB 1056, that would require local governments to consider permits for cell towers within 120 days. Though local control advocates decried the measure as stepping over municipal permitting, the bill’s bipartisan backers said expansion of telecom infrastructure that is crucial for statewide economic development can’t be hindered by endless permitting processes.

ON THE ISSUES

From Construction Defects to Limiting Foreign Influence in Litigation, Significant Progress for Legal Reform



By: Ed Sealover

Editor, The Sum & Substance
Vice President, Strategic Initiatives

Colorado business leaders won key battles regarding legal reform this year, including a long-fought struggle that could boost the state's portfolio of attainably priced housing, but they also suffered setbacks that could leave them facing new lawsuits.

Employers continue to face dozens of threats of new private rights of action each year, though those often are provisions that fall by the wayside as bills change through negotiations. A new private right of action, for example, was yanked from a bill banning "junk fees" against apartment companies, and the provision helped lead to the demise of bills seeking new regulations against rideshare firms and against e-tailers using consumer surveillance data, among others.

Yet even on more focused issues that attracted less attention, bill sponsors continued to add allowances for new civil lawsuits that vexed industry leaders and lawmakers alike. Rep. Ryan Armagost noted on Senate Bill 145, which requires companies that offer consumers contracts or subscriptions online to offer them one-step online cancellation as well – or be subject to deceptive trade practice lawsuits under the Colorado Consumer Protection Act.

"There is so much in this building that creates litigation and creates this ability for people to take less responsibility and then take legal action afterward," said Rep. Armagost, a Berthoud Republican. "We do so much in this state to be the nanny for all of Colorado, to say, 'Oh, you didn't pay your bills? We'll take care of it for you.'"

The primary area where Coloradans could face new legal actions is from people with disabilities who claim they are victims of discrimination by businesses, housing providers or local governments. A 2022 U.S. Supreme Court decision ruled that they could not sue for compensatory and emotional damages in federal cases, but House Bill 1239 restored the ability to claim those damages under state law.

The Colorado Chamber played a key role in securing a \$50,000 cap placed on those damages and added a provision cutting in half a \$5,000 statutory fine if businesses cure the issue quickly. Additional amendments prevented other provisions, like a removal of other caps and the allowance of the awarding of punitive damages, from being included.

"As advocates for access to justice and a fair legal system, CTLA supports efforts that protect the integrity of Colorado's courts. This legislation strikes the right balance—improving transparency and accountability in litigation funding without limiting the ability of Coloradans to seek justice. We're proud to work with the Colorado Chamber to address foreign influence while preserving the rights of individuals in our civil courts."



JULIE WHITACRE
Executive Director of
the Colorado Trial
Lawyers Association
April 2025 Colorado
Chamber Press Release

CONTINUED

For the third straight year, however, moderate Senate Democrats teamed with Republicans to kill a bill that would have removed a provision requiring plaintiffs prove “significant impact” – rather than just impact to themselves – to file pricey deceptive trade practice claims. While backers of SB 157 claimed the judicially imposed standard creates a barrier to individuals seeking justice, business leaders and the Colorado Chamber believed it could permit the claims, which come with treble damages and attorney’s fees, against builders of single-family homes and chill that market.

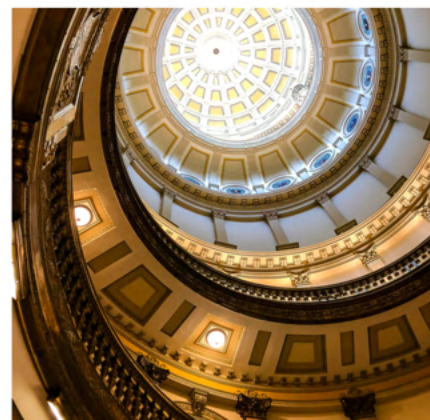
On the flip side, a legal reform victory achieved this session involved homebuilding, specifically regarding the construction of condominiums. Condo units used to comprise 20% of new homebuilding inventory, but have dipped over the past 20 years to just 3% of new stock as the frequency and magnitude of construction defects lawsuits has caused an increase in insurance costs.

Chamber-backed House Bill 1272 creates a voluntary program in which condo builders can receive added protections from such lawsuits if they have third-party inspectors onsite during construction and offer warranties of at least six years to buyers. Not only did the bill pass with overwhelming bipartisan support, but legislators defeated another bill that would have rolled back builders’ legal protections and failed to pass a third measure that could have permitted more lawsuits directly against subcontractors.

It remains to be seen, however, exactly how much HB 1272 spurs increased condo construction, as builders warned that provisions in it still allow defects lawsuits for a wide enough range of issues that won’t reduce insurance costs. Notably, Gov. Polis ordered state officials in his signing statement to track how many units are built through the program, beginning next year, which could allow legislators to come back to the issue in the future if this doesn’t jumpstart the condo market as hoped.

After a 2024 session in which Gov. Polis’ efforts to spur more housing construction took center stage – efforts that are now the targets of a local control lawsuit by six cities – HB 1272 was by far the most significant housing bill of 2025. But Gov. Polis also signed laws that will create uniform codes to boost construction of modular housing statewide and that will permit the treasurer’s office to invest \$50 million in construction of affordable owner-occupied housing through below-market-rate bonds.

Finally, one of the most significant wins for the Colorado Chamber’s Legal Reform Alliance was the passage of HB 1329. This proactive effort will require disclosure by foreign third-party litigation funders – groups helping to finance antitrust or intellectual property suits in exchange for portions of awards and access to proprietary information gleaned through discovery. This bill was a rare joint effort of the Chamber and the Colorado Trial Lawyers Association aimed at slowing a growing trend of lawsuits where third-party funders dictate proceedings more on their desire for payouts than agreed-upon outcomes.



“Transparency in foreign third-party litigation funding is essential for maintaining a fair legal system. When all parties are aware of who is funding and potentially controlling a lawsuit, it ensures that decisions are made in the best interest of justice. This legislation recognizes the major risks foreign third-party influence poses to Colorado’s economic stability and national security, and implements the necessary safeguards to help protect the integrity of our judicial system.”



LOREN FURMAN
President & CEO
Statement on HB 1329
from an April 2025
Chamber Press Release

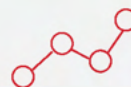


By the Numbers: The Colorado Chamber's Exposure and Reach



1000+

Petition signatures statewide
against Senate Bill 5



90+

Newspaper and TV mentions
of the Chamber's legislative
work



3,382

Contacts with legislators using
the Chamber's Grassroots Tools

KEY TAKEAWAYS

Looking Ahead...

**By: Meghan Dollar**Senior Vice President
Governmental Affairs & Political Operations**By: Cynthia Eveleth-Havens**Chief Strategy Officer & Senior Vice
President, Communications

The 2025 legislative session was pivotal for the Colorado Chamber's long-term priorities and vision for a more competitive business climate. Looking ahead to the interim and future legislative sessions, the Chamber is working to build on this progress and prepare defenses for major issues on the horizon.

Most importantly, the Chamber's work on regulatory reform has only just begun. Our government affairs team is already in talks for another major regulatory package in the 2026 session to bring even more relief to the business community. There are still opportunities to utilize existing state processes to make sure Colorado's regulatory rules are effective and efficient.

With the governor's veto of Senate Bill 5, the Labor Peace Act overhaul, we're expecting a dual fight at the ballot involving some form of a "right-to-work" initiative and an aggressive measure from labor groups involving "just cause" in employment termination disputes. The legislature will meet again before the 2026 election, therefore there's still an opportunity to find a potential compromise.

Following the passage of SB 45 creating a "study" on government-run health insurance, we fully expect a future legislative session to include the predetermined outcome this bill was aiming for – a proposal establishing the creation of a single-payer health payment system statewide. This is despite a similar measure overwhelmingly failing with statewide voters in 2016, when 79% opposed it on the ballot. The timing for such a proposal is unclear, but the Chamber will continue to oppose legislation that will make health care more expensive and less efficient in Colorado.

Colorado is at the forefront of AI regulation in the United States, having enacted the Colorado Artificial Intelligence Act in May 2024, which is set to take effect on February 1, 2026. While some would argue that the law has positioned Colorado as a leader in AI governance, it has sparked heavy debate as to whether it has hurt Colorado's ability to attract tech companies. We expect ongoing conversations around rulemaking and continued compromise language that may be added to the existing statute.


Denver Business Journal
@denbizjournal

The organization's leader said there is more to be done, but concluded the state legislative session with some triumphs.



Business group tallies legislative wins in regulatory reform effort
bizjournals.com

CONTINUED

In the 2025 Colorado legislative session, House Bill 1296 proposed eliminating the state's sales tax exemption on certain software, including downloadable software, cloud-based tools and software installed via vendor representatives. This change would have reclassified such software as tangible personal property, subjecting it to sales tax and potentially generating significant revenue. That section of the bill was removed, but the bill sponsors will likely bring the proposal back in 2026. This is also the case for the change to the regional home office tax credit that was also taken out of the bill.

Chamber-opposed HB 1286, Protecting Workers from Extreme Temperatures, was introduced in February 2025 to establish workplace standards aimed at preventing temperature-related injuries and illnesses. The bill proposed requiring employers to implement safety measures, including temperature mitigation plans, rest breaks, and emergency response procedures for workers exposed to extreme hot or cold conditions. The bill ultimately did not have support to get out of committee, but the Chamber expects to continue conversations in the interim leading up to the 2026 session.

As we wrap up the 2025 session, the Colorado Chamber remains more committed than ever to championing policies that drive growth and competitiveness. Over the coming months, our government affairs team continue engaging with state leaders to advance meaningful regulatory reform and ensure business has a voice in the implementation of major new laws. With an eye on the 2026 session and election season next year, the Chamber will continue its work to ensure that Colorado is a place where businesses can thrive.



GETTING RESULTS FOR BUSINESS

The Chamber's 2025 Legislative Agenda: Progress and Status on Key Issues

Advancing the Chamber's Vision to Improve Colorado's Business Climate

In advance of the 2025 Legislative Session, the Colorado Chamber of Commerce released a set of legislative priorities to address the most important statewide issues facing statewide employers. The Chamber's 2025 Legislative Agenda outlined both short-term and long-term goals that we believe will put Colorado in a position to tackle ever-evolving economic challenges now and into the future.

The Chamber's policy priorities were developed with direction from the organization's recent regulatory report, released in December 2024, and its 10-year strategic action plan to improve Colorado's business climate, Vision 2033. Below is an overview of the progress made on the Chamber's 2025 agenda.

"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."



LOREN FURMAN
President & CEO
2025 Legislative Agenda



Major Victories for Business

- ✓ **Support regulatory review through audit and sunset process.** The Chamber passed **SB 306**, which requires audits of key state agencies with high levels of regulations. This is a major first step for regulatory reform in Colorado.
- ✓ **Establish performance audits on certain agencies.** **SB 306** established two ongoing audits of agencies in Colorado that have a heavier number of regulations.
- ✓ **Support continuation of Chamber's environmental work through creation of state-level task force.** The Chamber worked with the governor's office and state agencies to establish a task force for all members of the environmental space to discuss and find compromise on the state's climate goals.
- ✓ **Preserve Colorado's Labor Peace Act.** The veto of **SB 5** preserves the Labor Peace Act in Colorado which retains fairness for all workers and keeps Colorado competitive with neighboring states.
- ✓ **Oppose efforts that limit the operations of the energy sector.** **HB 1277**, **HB 1119**, and **HB 1241** would have been detrimental to Colorado's energy economy and were defeated during the session.



Major Victories for Business CONTINUED

- ✓ **Support balance in emissions-cutting regulations.** The defeat of **HB 1119**, specifically, was a major victory for this priority as it would have created unnecessary emissions disclosure requirements that would have been impossible to comply with.
- ✓ **Protect and continue to promote the health of the unemployment insurance fund.** **SB 306** creates two audits of the unemployment insurance fund in the next five years. The goal is to make sure that the fund is operating smoothly and effectively.
- ✓ **Support litigation transparency reforms.** The Chamber passed **HB 1329** which places much needed guardrails and transparency on foreign third-party litigation funding in Colorado lawsuits.
- ✓ **Align workforce programs to ensure efficient and effective funding.** Under the **Regional Talent Summits Act**, a series of regional summits took place during the 2025 legislative session to address workforce challenges in key industries. Insights gathered from these discussions will shape future workforce development strategies across the state.
- ✓ **Oppose tax and fee hikes that increase cost of doing business.** The Chamber helped significantly amend **HB 1296**, removing language that would allow taxes on downloadable software and that would have rendered the Regional Home Office Tax Credit unusable.
- ✓ **Promote flexibility in Colorado's health care system.** The Chamber opposed two pieces of legislation, **HB 1174** and **SB 198**, that would have put unnecessary regulations and restrictions on hospitals in Colorado. Both were defeated.



Significant Progress

- ✓ **Create more balanced regulatory framework for future laws.** The passage of **SB 306**, **SB 254**, and **SB 305**, with its new processes, transparency or audits, are the building blocks to create a better framework for Colorado businesses.
- ✓ **Oppose needless new private rights of action against business.** The Chamber successfully amended **HB 1239** to put lower cap on non-economic damages in certain circumstances. The Chamber also defeated **SB 157** which would have created significant legal liability for businesses.
- ✓ **Support policies that streamline and accelerate the air permitting process.** The Chamber amended **SB 254** to require transparency and presentations by the Air Pollution Control Division to demonstrate more efficient and effective permitting processes.
- ✓ **Oppose attempts to interfere with employer-employee relationship.** Though **HB 1001** did pass, the Chamber opposed and helped defeat **HB 1264** and **HB 1286** which would have implemented significant mandates and threatened the employer-employee relationship.
- ✓ **Support construction defect reform.** The Chamber supported the passage of **HB 1272** which creates an opt-in program for home builders. With the adoption of **HB 1272** there is hope to increase homeownership for Coloradans.
- ✓ **Support policies to increase housing in Colorado.** Along with **HB 1272**, the Chamber supported **SB 02** which reduces regulations on modular housing in Colorado.
- ✓ **Support policies that ensure Colorado's technology sector continues to grow.** The Chamber supported **HB 1056**, which streamlined permitting for wireless projects. The Chamber also supported **HB 1157**, which helps promote advanced industries in Colorado.
- ✓ **Support business and employee programs and autonomy when commuting.** The Chamber supports an employee's choice in how they choose to get to work. Fortunately this year, no "vehicle miles traveled" proposals were attempted, and employee autonomy was preserved.



Mixed Bag

- ✓ **Do no harm: No new mandates and regulatory burdens on employers.** The defeat of **HB 1119** and **HB 1241** prevented unnecessary environmental regulations on companies, while the passage of **HB 1001** creates new labor & employment legal liability for employers.
- ✓ **Protect workers from unintended consequences of labor regulations.** Unfortunately, **HB 1001** was passed this year, which is an overly broad attempt to reduce wage theft. The Chamber was able to secure an amendment on the bill that caps the amount of damages that can be claimed under the bill. In addition, **HB 1286** was defeated, which would have placed extreme requirements on the temperature of worksites, creating new costs that would have been passed on to employees.

58

Total number of bills the Colorado Chamber took positions on in the 2025 Legislative Session

20

Total number of bills the Colorado Chamber took a "Support" position on

19

Total number of bills the Colorado Chamber took a "Opposed" position on

17

Chamber-supported bills that passed

13

Chamber-opposed bills that were defeated

3

Chamber-supported bills that were defeated

6

Chamber-opposed bills that passed

85%

Success rate for Chamber-supported bills

68%

Kill rate for Chamber-opposed bills



Unfinished Business

- ✓ **Create regulatory oversight committee.** The Chamber drafted and planned to introduce legislation to create a regulatory oversight committee. In an attempt to properly stake hold the bill and get feedback from potential opposing groups, this effort was delayed and will be pushed to 2026 while the Chamber works with these groups in the interim to fine-tune the proposal.
- ✓ **Protect Colorado's workers' compensation system.** With the passage and signing of **HB 1300**, there are concerns that worker compensation cost will escalate significantly. On a positive note, implementation of the bill was pushed to 2028 and the governor will create a working group to address some business concerns before that date.



Unfinished Business CONTINUED

- ✓ **Support improvements to the business personal property tax credit.** The tax credit was limited via the passage of **HB 1296**, however, the Chamber will continue to work on the legislation to make meaningful change to decrease the burden of business personal property tax.
- ✓ **Ensure updates to artificial intelligence regulations preserve economic competitiveness.** The Chamber hoped that **SB 318** would be a vehicle for meaningful compromise on the existing AI law. That bill did not pass, but the Chamber will continue work on AI regulations via rulemaking.
- ✓ **Promote safe online environment for children.** **HB 1287** and **SB 86** attempted to address social media safety for children, but had several major flaws that kept the Chamber in “oppose” and “amend” positions, respectively. Both bills failed this year, but the Chamber will continue to work on this issue moving forward to protect children in a responsible way without creating overly burdensome restrictions.



THE SUM & SUBSTANCE

What Matters to Colorado Business

The Sum & Substance, an online news publication by Editor Ed Sealoover, gives 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.

Visit www.TSSColorado.com for more.



96

Stories covered during the
2025 legislative session



47%

Growth in subscribers
over the course of the
legislative session



2,600

Business leaders, policy
influencers and elected
officials subscribed to
the TSS newsletter

THE MOST EFFECTIVE GOVERNMENT AFFAIRS TEAM FOR COLORADO BUSINESS

The Colorado Chamber's Legislative and Policy Experts



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Governmental Affairs &
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Co-Chair, Legal Reform
Alliance



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Chair, Technology
Alliance



Doug Benevento

Chair, Energy &
Environment Council



Jenifer Waller

Chair, Governmental Affairs
Council



Phil Horwitz

Chair, Tax Council



Beverly Razon

Chair, Health Care
Council



Stacy Campbell

Chair, Labor &
Employment Council

LEGISLATIVE ANALYSIS

By Meghan Dollar and Teresa Busk

The Colorado Chamber of Commerce has five policy councils and two alliances that routinely meet during the legislative session to discuss strategy and take positions on bills.

Policy councils and alliances are at the core of the Colorado Chamber's work, offering a unique opportunity for members to add their expertise and judgment to our policymaking and influence legislation and regulations that impact business.

Below is an analysis of every bill the Chamber's policy council and alliance experts took a position on in the 2025 session.



MEGHAN DOLLAR
SVP of Governmental Affairs
& Political Operations



TERESA BUSK
Communications & Advocacy
Manager

ENERGY & ENVIRONMENT COUNCIL BILLS

HB 1040	Adding Nuclear Energy as a Clean Energy Resource
Sponsors	Representatives Valdez & Winter; Senators Roberts & Liston
Position	Support
Bill Status	Signed by the Governor on March 31, 2025

Chamber Analysis:

- The bill updates the statutory definition of "clean energy" and "clean energy resource" to include nuclear energy for the state's renewable energy standard. This definition aims to secure ongoing funding for innovations in clean energy technology, ensuring the infrastructure can meet the state's growing energy demand while maintaining affordability.



HB 1042	Air Quality Control Regulation Workforce Impact
Sponsors	Representative Bird; Senator Daugherty
Position	Support
Bill Status	Dead

Chamber Analysis:

- The bill establishes a workforce advisory council to evaluate air quality rules that affect workforce issues in impacted industries. The council would also discuss incorporating workforce impact analyses into the rule-making process for air quality regulations.
- The Chamber supported the bill because workforce impact is an important part of regulatory discussions. The bill ultimately died in appropriations due to its fiscal impact.

HB 1053	Landowner Immunity for Emergency Access to Property
Sponsors	Representatives Mauro & Weinberg; Senators Marchman & Baisley
Position	Support
Bill Status	Signed by the Governor on March 20, 2025

Chamber Analysis:

- The bill protects landowners from being sued for damages or injury when allowing use of their property for entry and exit purposes during an emergency, as long as the injury wasn't caused by gross negligence or willful misconduct.



HB 1119	Require Disclosures of Climate Emissions
Sponsors	Representative Rutinel
Position	Oppose
Bill Status	Dead

Chamber Analysis:

- The bill requires that companies operating in Colorado who have a total revenue exceeding \$1 billion to publicly disclose their greenhouse gas emissions. The disclosures must be verified by a third-party auditor.
- The Chamber opposed the legislation because of its high fines for businesses who are unable to meet the impossible lengthy and unrealistic reporting requirements. Due to its broad multi-industry impact, the direct and indirect costs on Coloradans would have been extensive.

HB 1165	Geologic Storage Enterprise and Geothermal Resources
Sponsors	Representatives Paschal & Soper; Senators Simpson & Kipp
Position	Amend as introduced; Support
Bill Status	Passed

Chamber Analysis:

- The bill creates an enterprise in the Department of Natural Resources to manage geologic storage sites and requires geologic storage operators to pay annual stewardship fee for each ton of CO2 injected into the ground. The bill also makes several updates to laws concerning underground geothermal resources.
- The Chamber initially took an amend position due to concerns regarding liability, however the bill's language regarding transfer of ownership and liability was later amended.



HB 1177	Utility Economic Development Rate Tariff Adjustments
Sponsors	Representatives Mauro & Winter; Senators Hinrichsen & Pelton
Position	Support
Bill Status	Signed by the Governor on May 19, 2025

Chamber Analysis:

- The bill updates the Public Utilities Commission's regulations on economic development rates by extending the rate duration to 25 years, increasing the load limit for qualifying projects to 40 megawatts and streamlining the application process with a 120-day approval deadline.

HB 1241	Public Accessibility of Emissions Records
Sponsors	Representatives Marshall & Garcia; Senators Cutter & Kipp
Position	Oppose
Bill Status	Dead

Chamber Analysis:

- The bill requires that an owner or operator of any business that emits an air pollutant to maintain records of emissions and make them publicly available on the business's website.
- The Chamber is opposed to this bill as it would place an unnecessary burden on businesses with minimal benefits. The bill ultimately died due to its heavy cost to the state.



HB 1269	Building Decarbonization Measures
Sponsors	Representatives Valdez & Willford; Senators Ball & Kipp
Position	Amend as introduced; Monitor
Bill Status	Signed by the Governor on May 20, 2025

Chamber Analysis:

- The bill updates energy use benchmarking rules and requirements for owners of certain buildings. It also creates a building decarbonization enterprise to support building decarbonization efforts.
- As introduced, the bill included several problematic sections and significant fees that the Chamber aimed to amend. After many of these concerns were resolved, the Chamber moved to a “monitor” position

HB 1277	Increasing Transparency Impact for Fuel Products
Sponsors	Representatives Bacon & Joseph; Senator Cutter
Position	Oppose
Bill Status	Dead

Chamber Analysis:

- The bill would require any business in the state that sells fuel, such as gas stations, to label those products as being linked to “global heating and significant health impacts.” The label must be directly affixed to fuel dispensing equipment or fuel containers. A violation of this statute could result in penalties up to \$20,000 and costly litigation.
- The Chamber opposed the bill due to its exceedingly burdensome nature, creating more liability and costs for employers. The Chamber also does not believe that this approach will do anything to meaningfully reduce emissions or address climate change.



HB 1332	State Trust Lands Conservation & Recreation Work Group
Sponsors	Representative McCormick; Senators Roberts & Wallace
Position	Amend as introduced; Monitor
Bill Status	Signed by the Governor on May 13, 2025

Chamber Analysis:

- The bill creates the State Trust Lands and Recreation Work Group within the Department of Natural Resources to study opportunities to advance conservation, climate resilience, biodiversity and recreation on state trust lands.
- The Chamber sought amendments to acknowledge existing and possible future leases held by extractives industries. The bill was significantly amended to address these concerns.

SB 254	Transfer Stationary Sources Control Fund
Sponsors	Senators Bridges & Amabile; Representatives Bird & Taggart
Position	Amend
Bill Status	Passed

Chamber Analysis:

- The bill transfers \$5 million in funding to the Air Pollution Control Division to ease the fee increases expected to affect industry due to what agency officials say has been an increased workload for processing permits and other functions.
- The Chamber took an amend position to include transparency and reporting requirements as a condition of the additional funding.



SB 305	Water Quality Permitting Efficiency
Sponsors	Senators Kirkmeyer & Bridges; Representatives Bird & Taggart
Position	Support
Bill Status	Signed by the Governor on June 4, 2025

Chamber Analysis:

- The bill makes a series of changes to address the backlog in water quality permits in the Colorado Department of Public Health and Environment. It requires a report on CDPHE prioritization and inspections and directs the agency to establish time frames for permit applications. The bill also provides additional funding to the department to prevent staffing reductions.
- The Chamber supported the legislation as it is a step forward to easing regulatory burden on businesses trying to get water quality permits.

SB 306	Performance Audits of Certain State Agencies
Sponsors	Senators Rodriguez & Kirkmeyer; Representatives Lindstedt & Taggart
Position	Support
Bill Status	Signed by the Governor on June 4, 2025

Chamber Analysis:

- The bill requires the State Auditor's Office to conduct performance audits on the Air Pollution Control Division and Division of Unemployment Insurance to address whether programs are operated in an effective and efficient manner including whether regulations are outdated, duplicative, and accomplishing their intended goals.
- This is proactive and priority legislation for the Colorado Chamber of Commerce. The regulatory environment is among the highest in the nation and this legislation will shed light on those regulations.



GOVERNMENTAL AFFAIRS

COUNCIL BILLS

HB 1005	Tax Incentive for Film Festivals
Sponsors	Representatives Duran & Titone; Senators Amabile & Baisley
Position	Support
Bill Status	Signed by the Governor on April 8, 2025

Chamber Analysis:

- The bill creates two refundable state income tax credits to support Colorado's film festival industry.
- The Chamber supported this legislation due to the positive impact the Sundance Film Festival would have on Colorado's economy.

HB 1010	Prohibiting Price Gouging in Sales of Necessities
Sponsors	Representatives Zokaie & Brown; Senator Weissman
Position	Oppose as introduced; Amend
Bill Status	Signed by the Governor on May 9, 2025

Chamber Analysis:

- The bill makes price gouging of necessities after the governor declares a disaster emergency an unfair and unconscionable act under Colorado's consumer protection laws, allowing enforcement by the Attorney General or district attorneys.
- The Chamber initially opposed the bill due to the overly broad scope of the legislation and the impact that could have on a wide range of industries, however the bill was amended to require an emergency declaration from the governor for the price gouging protections to take effect which significantly limits the applicability of the law.



HB 1011	Private Equity Acquisition of Child Care Centers
Sponsors	Representatives Garcia & Sirota; Senators Kipp & Jodeh
Position	Amend
Bill Status	Dead

Chamber Analysis:

- The bill places additional requirements on child care centers owned by institutional investment entities.
- The Chamber had concerns that the bill would reduce the amount of child care centers in Colorado and make it more difficult to operate.

HB 1090	Protections Against Deceptive Pricing Practices
Sponsors	Representatives Sirota & Ricks; Senators Weissman & Cutter
Position	Oppose as introduced; Amend
Bill Status	Signed by the Governor on April 21, 2025

Chamber Analysis:

- The bill requires sellers of goods, services or properties to clearly disclose the total price that a person may pay, including all fees and charges. Additionally, restaurants, bars and other food services establishments must describe any mandatory service charges added to a person's bill.
- The Chamber initially had concerns about the broad scope of industries impacted by the bill and the potential for increased legal liability for employers. After the bill was successfully amended to remove private right of action, the Chamber moved to an "amend" position.



SB 002	Regional Building Codes for Factory-Built Structures
Sponsors	Senators Bridges & Exum; Representatives Boesenecker & Stewart
Position	Support
Bill Status	Signed by the Governor on May 8, 2025

Chamber Analysis:

- The bill directs the State Housing Board in the Department of Local Affairs to develop regional building codes for factory-built structures. Once these rules are established, the bill limits the jurisdiction of the state plumbing board, electrical board and fire suppression administrator over factory-built structures.
- The Colorado Chamber supports measures that expand housing options in Colorado as our state's cost of living and housing affordability ranks among the most expensive in the nation.

SB 006	Investment Authority of State Treasurer for Affordable Housing
Sponsors	Senator Roberts; Representatives Rutinel & Bradfield
Position	Monitor
Bill Status	Signed by the Governor on May 15, 2025

Chamber Analysis:

- The bill gives the state treasurer the authority to invest up to \$50 million in state funds towards bonds for the creation or financing of new affordable, income-restricted housing across the state. It also allows these investments to be made at a below-market interest rate to encourage development.
- The Chamber monitored the legislation to gather more information regarding the impact of the bill.



SB 033	Prohibit New Liquor-Licensed Drug Stores
Sponsors	Senators Amabile & Roberts; Representatives Ricks & Weinberg
Position	Oppose
Bill Status	Signed by the Governor on April 10, 2025

Chamber Analysis:

- The bill prohibits state and local licensing authorities from issuing new liquor-licensed drugstore licenses after its effective date and modifies the restrictions in place for currently issued licensees.
- The Chamber is opposed to the measure as it limits consumer choice and contradicts free market principles that foster economic growth and innovation.



HEALTH CARE COUNCIL BILLS

HB 1094	Pharmacy Benefit Manager Practices
Sponsors	Representatives Brown & Johnson; Senators Pelton & Roberts
Position	Oppose
Bill Status	Signed by the Governor on May 30, 2025

Chamber Analysis:

- The bill regulates pharmacy benefit managers (PBMs) by limiting their income to service fees and sets standard reimbursement rates. The bill also requires a contract between the PBM and a health benefit plan to include a provision requiring the PBM to disclose prescription drug cost information.
- The Chamber opposed the bill as it restricts PBMs' ability to negotiate with insurers and pharmaceutical companies which would increase costs for employers.

HB 1174	Reimbursement Requirements for Health Insurers
Sponsors	Representatives Brown & Sirota; Senators Bridges & Jodeh
Position	Oppose
Bill Status	Dead

Chamber Analysis:

- The bill sets reimbursement rates for health insurance carriers to pay health care providers for services under state employee group benefit plans and small employer group benefit plans. Additionally, providers cannot bill individuals for an outstanding balance not paid by the carrier, except with certain designated payments.
- The Chamber opposes mandates that remove flexibility and raise costs for all employers.



HB 1297	Healthcare Insurance Affordability Enterprise Update
Sponsors	Representatives Brown & Gilchrist; Senator Jodeh
Position	Oppose
Bill Status	Dead

Chamber Analysis:

- The bill raises the health insurance affordability fee on insurance carriers to fund a program called the Health Insurance Affordability Enterprise.
- The Chamber opposed the bill as it would place a significant financial burden on Colorado employers and their employees. According to insurer estimates, families on affected plans could have seen their premiums increased by approximately \$250 annually—a significant expense for hardworking Coloradans who largely do not benefit from these programs.

SB 045	Health-Care Payment System Analysis
Sponsors	Senator Marchman; Representatives McCormick & Boesenecker
Position	Oppose
Bill Status	Signed by the Governor on May 14, 2025

Chamber Analysis:

- The bill requires a study to analyze draft model legislation for implementing a single-payer, nonprofit, publicly financed and privately delivered universal health care payment system for the state that directly compensates providers.
- The Colorado Chamber has long been opposed to mandates that will increase costs on health care industries, employers, and their employees. While the bill is presented as a study, it has a predetermined outcome with which our organization disagrees.



SB 048	Diabetes Prevention & Obesity Treatment Act
Sponsors	Senators Michaelson Jenet & Mullica; Representatives Brown & Mabrey
Position	Oppose
Bill Status	Signed by the Governor on June 3, 2025

Chamber Analysis:

- The bill requires large group health benefit plans to provide coverage for the treatment of the chronic disease of obesity and pre-diabetes. The bill requires carriers to offer the policyholder the option to purchase coverage for FDA-approved anti-obesity medications.
- The Chamber opposed the bill as it would lead to an increased cost in insurance premiums across the board for both employers and consumers.

SB 083	Limitations on Restrictive Employment Agreements
Sponsors	Senators Daugherty & Frizell; Representatives Brown & Garcia Sander
Position	Amend as introduced; Monitor
Bill Status	Signed by the Governor on June 3, 2025

Chamber Analysis:

- The bill modifies the rules for non-compete and non-solicitation agreements. It prohibits non-compete agreements for highly compensated health care workers and bans covenants that prevent health care providers from informing patients about their continued practice, new contact details or a patient's right to choose another provider.



SB 198	Transparency Transactions Medical Care Entities
Sponsors	Senators Kipp & Weissman; Representative Brown
Position	Oppose
Bill Status	Dead

Chamber Analysis:

- The bill requires health care and long-term care facilities to notify the attorney general at least 60 days before mergers or acquisitions, allowing for public interest review and possible antitrust investigations.
- The Chamber opposed the bill due to the overreaching nature of the legislation and the broad impact the bill could have on the health care industry.



LABOR & EMPLOYMENT COUNCIL BILLS

HB 1001	Enforcement Wage Hour Laws
Sponsors	Representatives Duran & Froelich; Senators Danielson & Kolker
Position	Amend as Introduced; Oppose
Bill Status	Signed by the Governor May 22, 2025

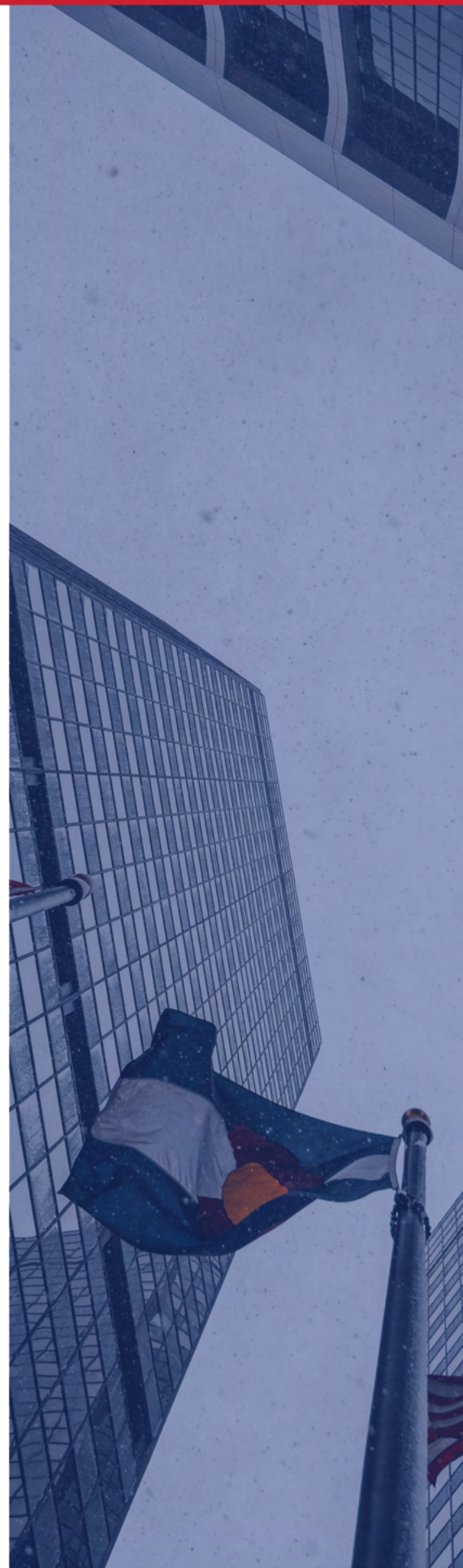
Chamber Analysis:

- The bill revises the definition of “employer” under wage and hour laws and modifies their enforcement.
- The Chamber moved its position from “amend” to “oppose” after a lack of amendments to exclude independent contractors, clarify the specific industries affected and revise the bill’s retaliation provisions. The bill was ultimately amended to include caps on non-economic damages which was an improvement.

HB 1208	Local Governments Tip Offsets for Tipped Employees
Sponsors	Representatives Woodrow & Valdez; Senators Amabile & Daugherty
Position	Support
Bill Status	Signed by the Governor on June 3, 2025

Chamber Analysis:

- The bill allows local governments that have enacted a minimum wage that exceeds the state minimum wage to increase their tip offset amount, as long as the increase does not cause the local tipped minimum wage to fall below the state tipped minimum wage.



HB 1239	Colorado Anti-Discrimination Act
Sponsors	Representatives Zokaie & Boesenecker; Senators Daugherty & Weissman
Position	Amend
Bill Status	Signed by the Governor May 22, 2025

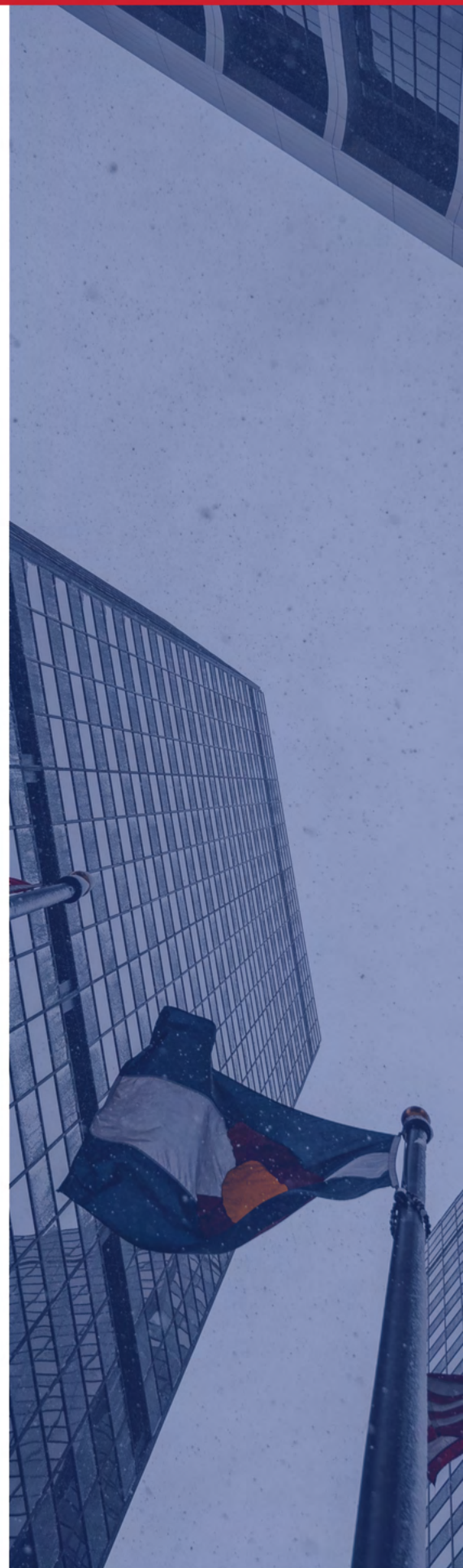
Chamber Analysis:

- The bill modifies the Colorado Anti-Discrimination Act by increasing fines and expanding damage claims. It allows a plaintiff to recover legal costs and noneconomic damages from businesses.
- The Chamber took an “amend” position due to concerns with the extreme nature of the allowed damages and potential for increased litigation. Ultimately, the Chamber worked with the proponents to make several improvements in the bill, including lowering damage caps for businesses that make good faith efforts to mitigate the problem.

HB 1264	Prohibit Surveillance Data to Set Prices and Wages
Sponsors	Representatives Mabrey & Garcia; Senators Jodeh & Weissman
Position	Oppose
Bill Status	Dead

Chamber Analysis:

- The bill prohibits the use of surveillance data to determine individualized pricing for consumers or wages for workers. The attorney general or district attorney may bring civil action on behalf of the state to impose penalties, as well as individuals who were affected by a surveillance action.
- The Chamber is opposed to the legislation due to the overreaching nature of the bill.



HB 1286	Protecting Workers from Extreme Temperatures
Sponsors	Representatives Velasco & Froelich; Senators Weissman & Cutter
Position	Oppose
Bill Status	Dead

Chamber Analysis:

- The bill requires employers to implement protections for workers exposed to temperature variations at the worksite.
- The Chamber opposed the bill as it set standards that would be nearly impossible to comply with and placed heavy litigation and compliance costs on businesses.

HB 1300	Workers Compensation Benefits Proof of Entitlement
Sponsors	Representative Willford; Senator Kipp
Position	Oppose
Bill Status	Signed by the Governor on June 4, 2025

Chamber Analysis:

- The bill prohibits the use of surveillance data to determine individualized pricing for consumers or wages for workers. The attorney general or district attorney may bring civil action on behalf of the state to impose penalties, as well as individuals who were affected by a surveillance action.
- The Chamber is opposed to the legislation due to the overreaching nature of the bill.



SB 005	Worker Protection Collective Bargaining
Sponsors	Senators Rodriguez & Danielson; Representatives Mabrey & Bacon
Position	Oppose
Bill Status	Vetoed by the Governor May 16, 2025

Chamber Analysis:

- Colorado uniquely requires a second vote to approve mandating union fees which are directly deducted from employers pay checks. The bill would eliminate the requirement for a second election to negotiate a union security agreement clause in the collective bargaining process.
- The Chamber opposed the measure as it would disrupt the balance between unions, employees and the business community, and threatens Colorado's competitiveness. The bill would also threaten protections in place for employees who choose not to join a union.

SB 306	Performance Audits of Certain State Agencies
Sponsors	Senators Rodriguez & Kirkmeyer; Representatives Lindstedt & Taggart
Position	Support
Bill Status	Signed by the Governor on June 4, 2025

Chamber Analysis:

- The bill requires the State Auditor's Office to conduct performance audits on the Air Pollution Control Division and Division of Unemployment Insurance to address whether programs are operated in an effective and efficient manner including whether regulations are outdated, duplicative and accomplishing their intended goals.
- This is proactive and priority legislation for the Colorado Chamber of Commerce. Colorado's regulatory environment is among the highest in the nation and this legislation will create transparency and improve the state's regulatory climate.



TAX COUNCIL BILLS

HB 1021	Tax Incentives for Employee-Owned Businesses
Sponsors	Representatives Lindstedt & Taggart; Senators Bridges & Baisley
Position	Support
Bill Status	Signed by the Governor on May 30, 2025

Chamber Analysis:

- This bill creates two state income tax deductions, a new income tax credit, and extends and modifies the current Employee Ownership Tax Credit.
- The bill aims to encourage and help businesses become employee-owned by offering tax benefits and support for both business owners and nonprofits assisting with the transition.

HB 1095	Petitioner Requirements in Certain Property Tax Appeals
Sponsors	Representative Story; Senator Clifford
Position	Amend
Bill Status	Dead

Chamber Analysis:

- The bill requires that when someone challenges their property's value in a protest or hearing, they must comply with the uniform standards of professional appraisal practice.
- The Chamber wanted the bill amended to narrow its application to the Board of Assessments Appeals and add value thresholds.



HB 1157	Reauthorize Advanced Industries Tax Credit
Sponsors	Representatives Titone & Lindstedt; Senators Snyder & Baisley
Position	Support
Bill Status	Signed by the Governor on May 19, 2025

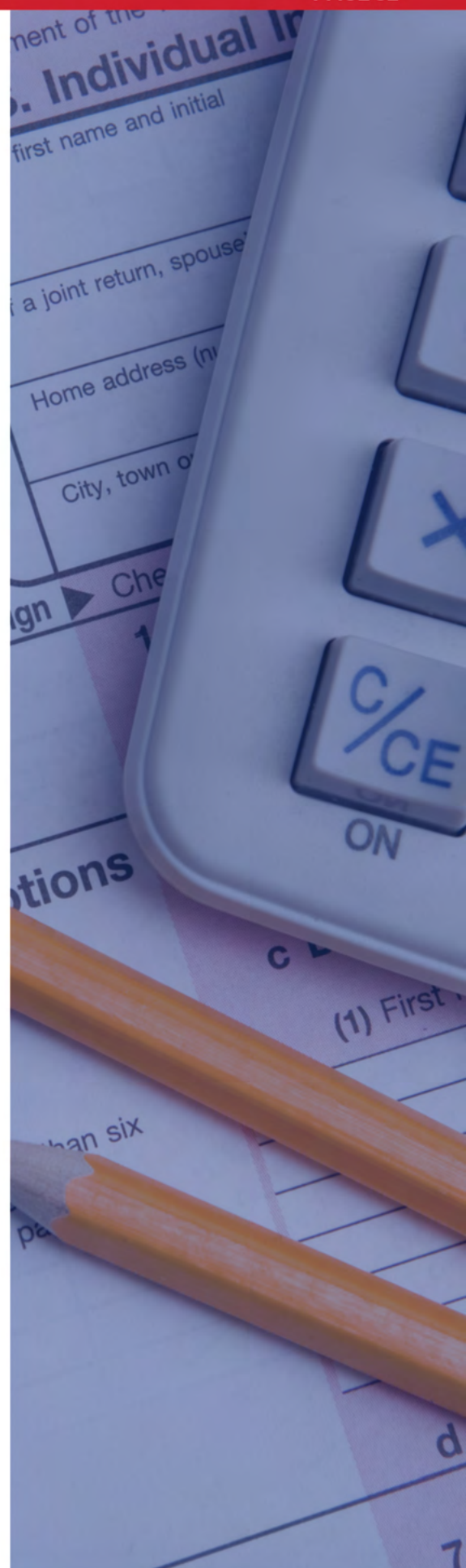
Chamber Analysis:

- The bill extends the Advanced Industry Investment Income Tax Credit Program for five years and reduces the annual credit allocation to \$2.5 million, down from \$4 million. It also broadens eligibility by allowing manufacturing firms with out-of-state sales and changing the ownership criteria for qualification.

HB 1296	Tax Expenditure Adjustment
Sponsors	Representatives Garcia & Zokaie; Senator Weissman
Position	Oppose as introduced; Amend
Bill Status	Signed by the Governor on May 16, 2025

Chamber Analysis:

- The bill makes several changes to state tax expenditures, including capping the enterprise zone tax credit at \$2 million while excluding certain industries and limiting the business personal property tax credit, among other adjustments.
- The Chamber changed its position on the bill from “oppose” to “amend” after it was significantly amended to remove the tax on software and preserve the regional home office tax credit however the Chamber still has concerns regarding the exclusion of wireless projects from the enterprise tax credit.



SB 018	Online Search of Sales & Use Tax
Sponsors	Senators Bridges & Kipp; Representative Taggart
Position	Support
Bill Status	Signed by the Governor on June 3, 2025

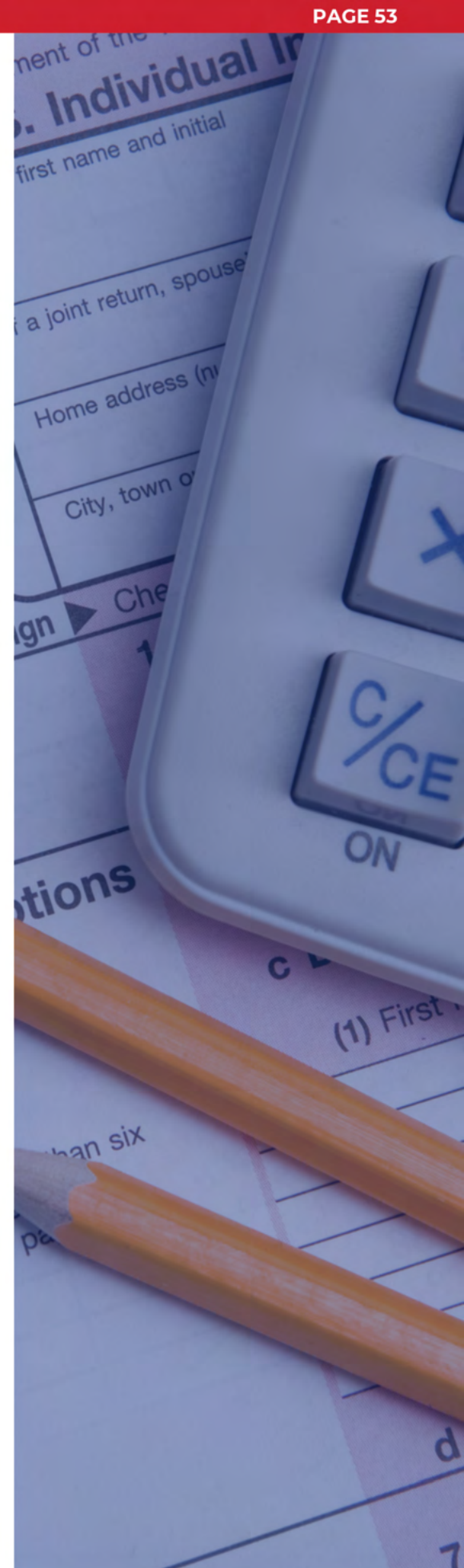
Chamber Analysis:

- The bill requires the Department of Revenue to make sales tax licenses and use tax exemption certificates searchable by name and federal identification number.
- The Chamber supported this legislation because it will help ease burden on tax payers to utilize the system.

SB 026	Adjusting Certain Tax Expenditures
Sponsors	Senator Mullica; Representatives Marshall & Joseph
Position	Amend as introduced; Monitor
Bill Status	Signed by the Governor on June 3, 2025

Chamber Analysis:

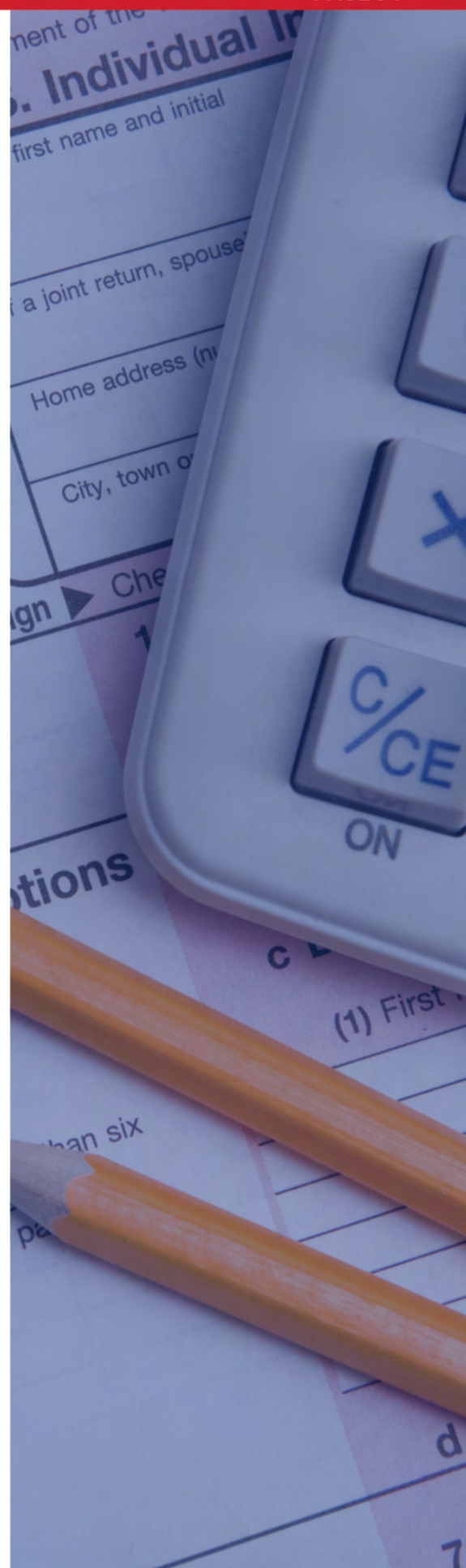
- The bill modifies various tax expenditures, including ending the income tax credit for unsalable alcohol after 2025.
- The Chamber changed its position on the bill from “amend” to “monitor” after receiving clarification regarding language in the bill.



SB 046	Local Government Tax Audit Confidentiality Standards
Sponsors	Senators Bridges & Kipp; Representative Taggart
Position	Amend as introduced; Support
Bill Status	Signed by the Governor on March 20, 2025

Chamber Analysis:

- The bill establishes confidentiality standards to protect taxpayer information used in sales and use tax investigations conducted by third parties on behalf of local taxing jurisdictions.
- The Chamber received further clarification on the intent of the bill and moved to a “support” position.



LEGAL REFORM ALLIANCE BILLS

HB 1272	Construction Defects & Middle Market Housing
Sponsors	Representatives Bird & Boesnecker; Senators Coleman & Roberts
Position	Support
Bill Status	Signed by the Governor on May 15, 2025

Chamber Analysis:

- The bill addresses the construction of multifamily housing by creating the multiple family construction incentive program and introduces several requirements for construction defect claims.
- The Colorado Chamber supports policies that address the state's housing crisis and promote economic growth.

HB 1329	Foreign Third-Party Litigation Financing
Sponsors	Representatives Mabrey & Soper; Senators Frizell & Gonzales
Position	Support
Bill Status	Signed by the Governor on June 3, 2025

Chamber Analysis:

- The bill limits foreign litigation funding and requires foreign third-party litigation funders to provide certain information to the Colorado Attorney General when foreign entities fund civil cases. The bill also creates a deceptive trade practice for violators.
- The Colorado Chamber has been a lead on the legislation through its Legal Reform Alliance in partnership with the Colorado Trial Lawyers Association.

SB 131	Reducing the Cost of Housing
Sponsors	Senator Lundeen
Position	Support
Bill Status	Dead

Chamber Analysis:

- The bill updates restrictions on construction defect negligence claims, allowing them only if the defect causes actual damage to property due to a violation of building codes, manufacturer's instructions or industry standards; loss of property use; bodily injury or wrongful death; or an imminent risk to the safety or health of occupants.

SB 157	Deceptive Trade Practice Significant Impact Standard
Sponsors	Senators Weissman & Gonzales; Representatives Mabrey & Titone
Position	Oppose
Bill Status	Dead

Chamber Analysis:

- The bill establishes that certain evidence of unfair or deceptive trade constitutes a significant impact to the public and clarifies that claims cannot be based solely on contract breaches, negligence or professional services unless they involve material misrepresentation, failure to disclose material information or actions beyond advice or judgment.
- The Chamber took an oppose position as they believe the bill would have unintended consequences and would encourage costly litigation.



TECHNOLOGY ALLIANCE BILLS

HB 1056	Local Government Permitting Wireless Telecommunications Facilities
Sponsors	Representatives Lukens & Bacon; Senators Roberts & Hinrichsen
Position	Support
Bill Status	Signed by the Governor on June 4, 2025

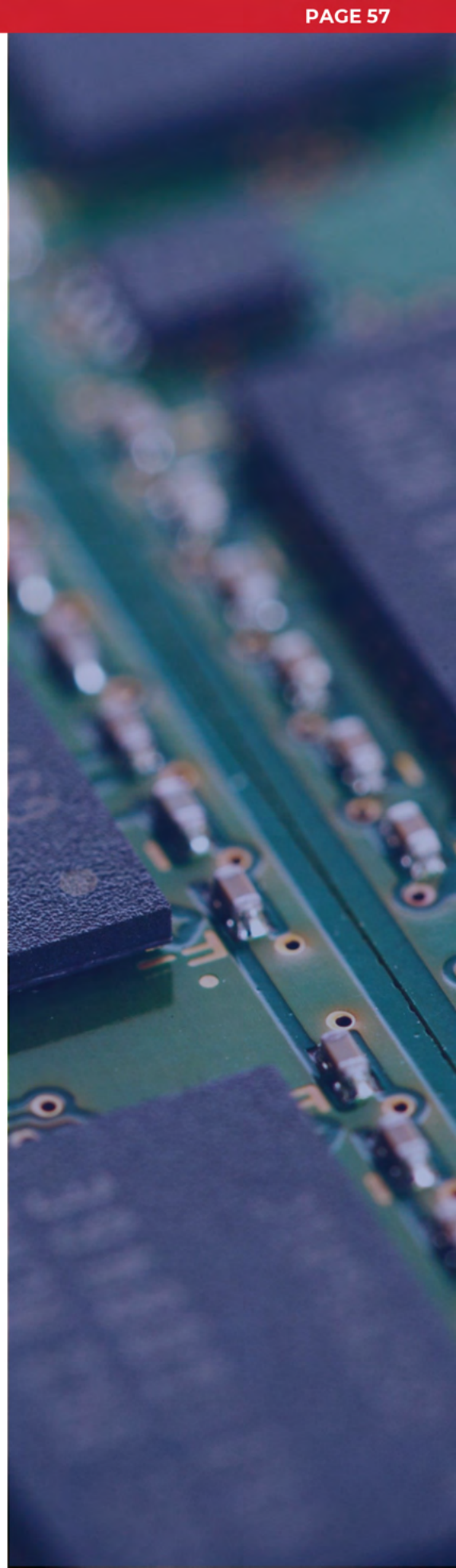
Chamber Analysis:

- The bill makes changes to procedures for local government approval of wireless communications facility applications.

HB 1090	Protections Against Deceptive Pricing Practices
Sponsors	Representatives Sirota & Ricks; Senators Weissman & Cutter
Position	Oppose as Introduced; Amend
Bill Status	Signed by the Governor on April 21, 2025

Chamber Analysis:

- The bill requires sellers of goods, services or properties to clearly disclose the total price that a person may pay, including all fees and charges. Additionally, restaurants, bars and other food services establishments must describe any mandatory service charges added to a person's bill.
- The Chamber initially had concerns about the broad scope of industries impacted by the bill and the potential for increased legal liability for employers. After the bill was successfully amended to remove private right of action, the Chamber moved to an "amend" position.



HB 1212	Public Safety Protections Artificial Intelligence
Sponsors	Representatives Rutinel & Soper; Senator Cutter
Position	Oppose
Bill Status	Dead

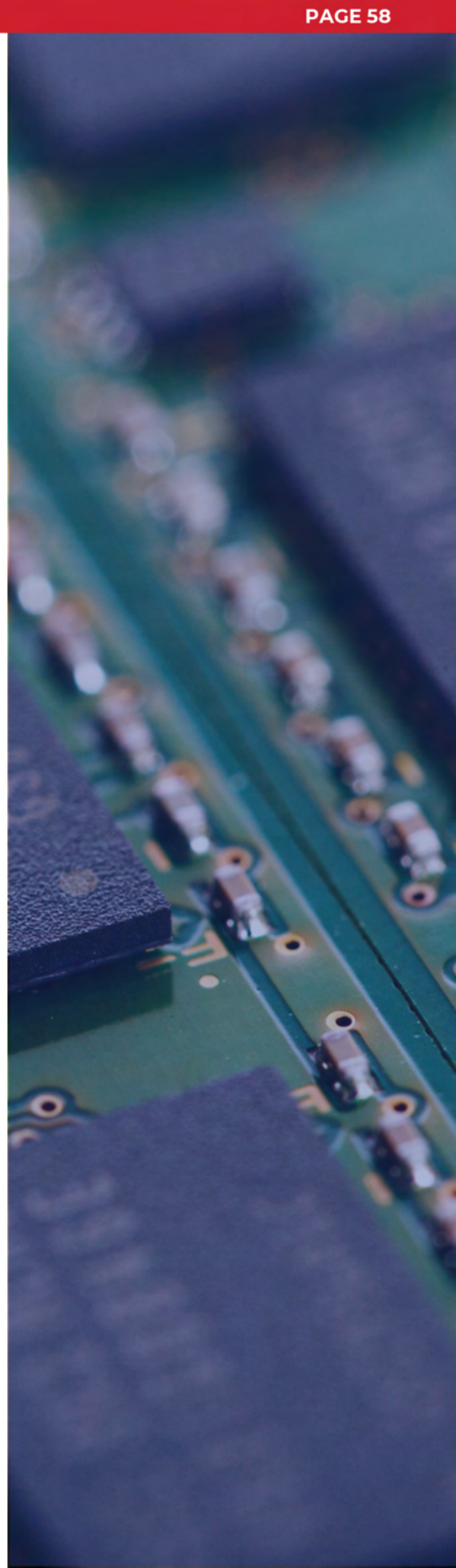
Chamber Analysis:

- The bill creates whistleblower protections for employees of AI model developers who report issues such as public safety violations, risks or false statements. It requires developers to notify workers of their rights, establish an anonymous disclosure process and provides penalties for violations.
- The Chamber opposed the bill due to its broad impact and had concerns about the language used in the bill's definitions.

HB 1264	Prohibit Surveillance Data to Set Prices and Wages
Sponsors	Representatives Mabrey & Garcia; Senators Jodeh & Weissman
Position	Oppose
Bill Status	Dead

Chamber Analysis:

- The bill prohibits the use of surveillance data to determine individualized pricing for consumers or wages for workers. The attorney general or district attorney may bring civil action on behalf of the state to impose penalties, as well as individuals who were affected by a surveillance action.
- The Chamber is opposed to the legislation due to the overreaching nature of the bill.



HB 1287	Social Media Tools for Minor Users and Parents
Sponsors	Representatives Caldwell & Lukens; Senators Pelton & Michaelson Jenet
Position	Oppose
Bill Status	Dead

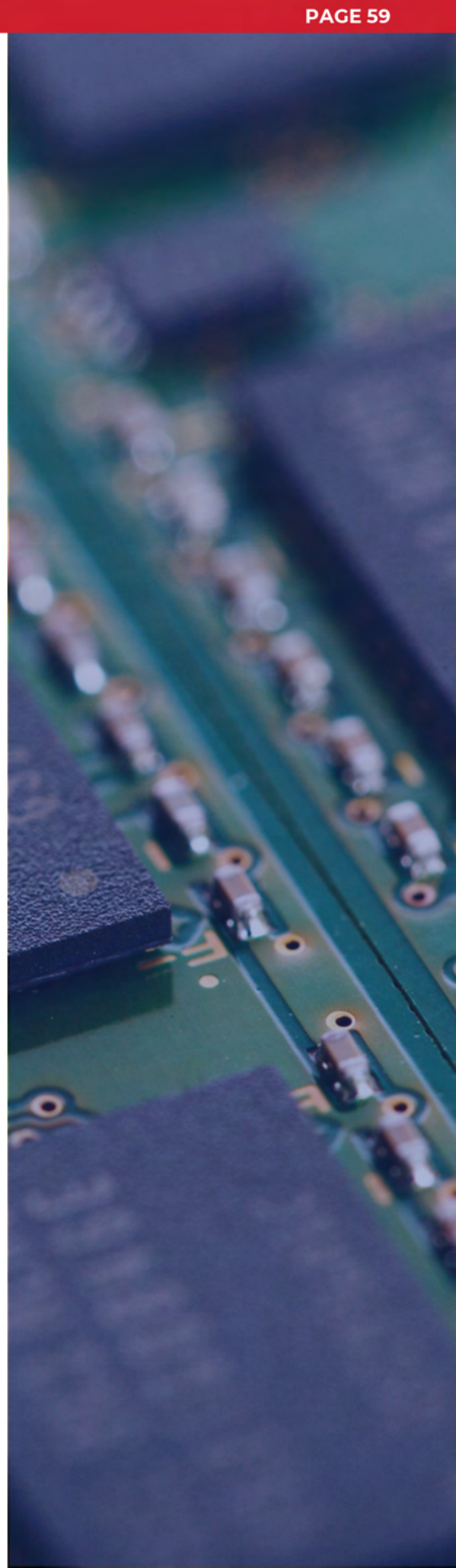
Chamber Analysis:

- The bill requires social media companies to identify minor users and provide safety tools like disabling recommendations, limiting usage and reporting issues. It mandates parental controls for managing settings, monitoring activity, restricting purchases and deleting data. Violations are classified as deceptive trade practices.
- The Chamber is opposed due to the bill's overreaching nature and the challenges of implementation as it could make it difficult for companies to comply with the law and operate in Colorado.

SB 022	Applying Artificial Intelligence to Fight Wildfire
Sponsors	Senators Baisley & Marchman; Representatives Weinberg & Boesenecker
Position	Support
Bill Status	Dead

Chamber Analysis:

- The bill requires the Department of Public Safety to study and develop the use of artificial intelligence to predict or assist in fighting wildfires. It authorizes the Division of Fire Prevention and Control to contract with a third party and to accept grants for the purposes of the bill.



SB 070	Online Marketplaces & Third-Party Sellers
Sponsors	Senators Liston & Roberts; Representatives Armagost & Lindstedt
Position	Amend as introduced; Monitor
Bill Status	Signed by the Governor on June 4, 2025

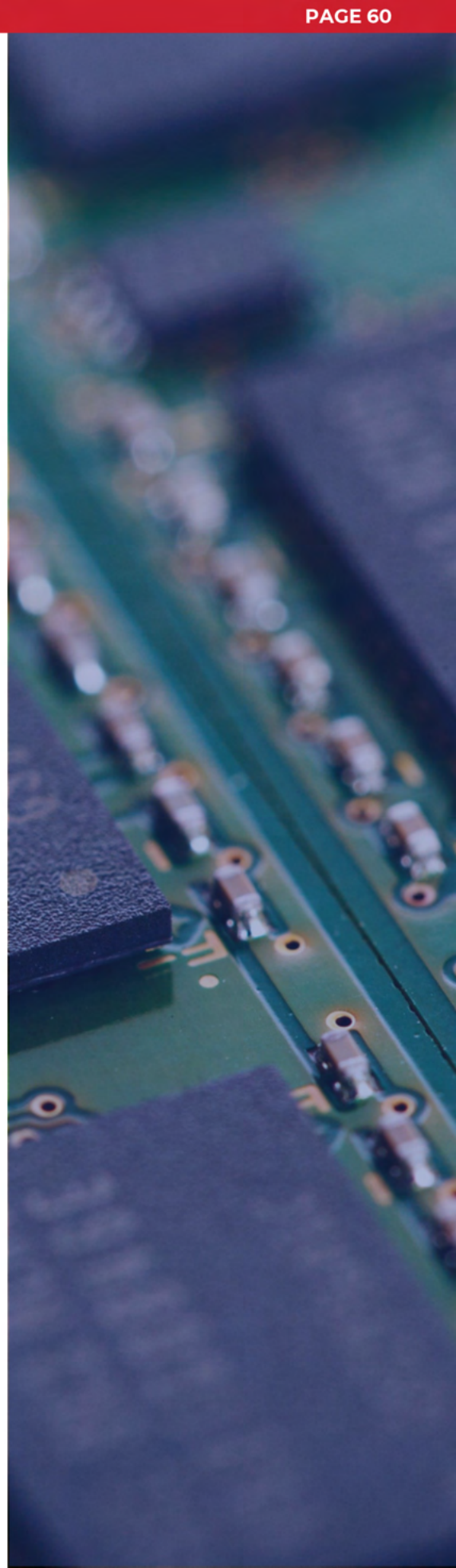
Chamber Analysis:

- The bill requires online marketplaces to report if they know that a third-party seller is selling stolen goods and mandates the marketplace to have systems in place to monitor listings and prevent organized retail crime.

SB 086	Protections for Users of Social Media
Sponsors	Senators Frizell & Daugherty; Representatives Boesenecker & Hartsook
Position	Amend
Bill Status	Vetoed by the Governor April 24, 2025

Chamber Analysis:

- The bill requires tech companies to protocols relating to their policies, reports, and engagement with law enforcement including removing users violating certain rules and responding to requests for information within a certain time frame.
- The Chamber was concerned with the overreaching nature of the bill.



SB 145	Online Cancellation of Automatic Renewal Contracts
Sponsors	Senators Kipp & Lindsay; Representative Zokaie
Position	Amend
Bill Status	Signed by the Governor on June 3, 2025

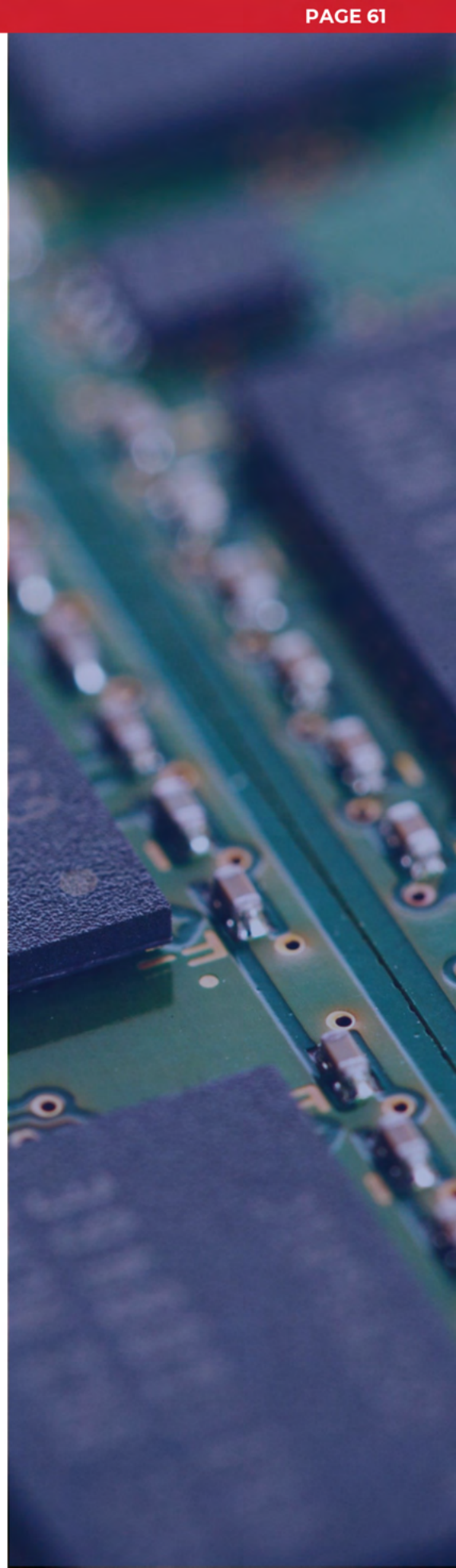
Chamber Analysis:

- The bill requires sellers of goods and services to implement easy mechanisms for canceling an automatic renewal contract or a trial period offer.
- The Chamber took an “amend” position due to concerns with the bill being too restrictive in how it allows for an easy cancellation process and sought to amend the bill to permit other ways for a company to allow a consumer to cancel their contract.

SB 276	Protect Civil Rights Immigration Status
Sponsors	Senators Gonzales & Weissman; Representatives Velasco & Garcia
Position	Amend
Bill Status	Signed by the Governor May 23, 2025

Chamber Analysis:

- The bill modifies state immigration laws to apply certain requirements to political subdivisions and makes changes regarding engagement with federal immigration authorities, court petitions, affidavits and consumer protections.
- The Chamber had concerns about certain data privacy language in the bill however that language was removed from the bill.



SB 280	Data Center Development & Grid Modernization Act
Sponsors	Senators Hinrichsen & Lundeen; Representatives Brown & Valdez
Position	Monitor
Bill Status	Dead

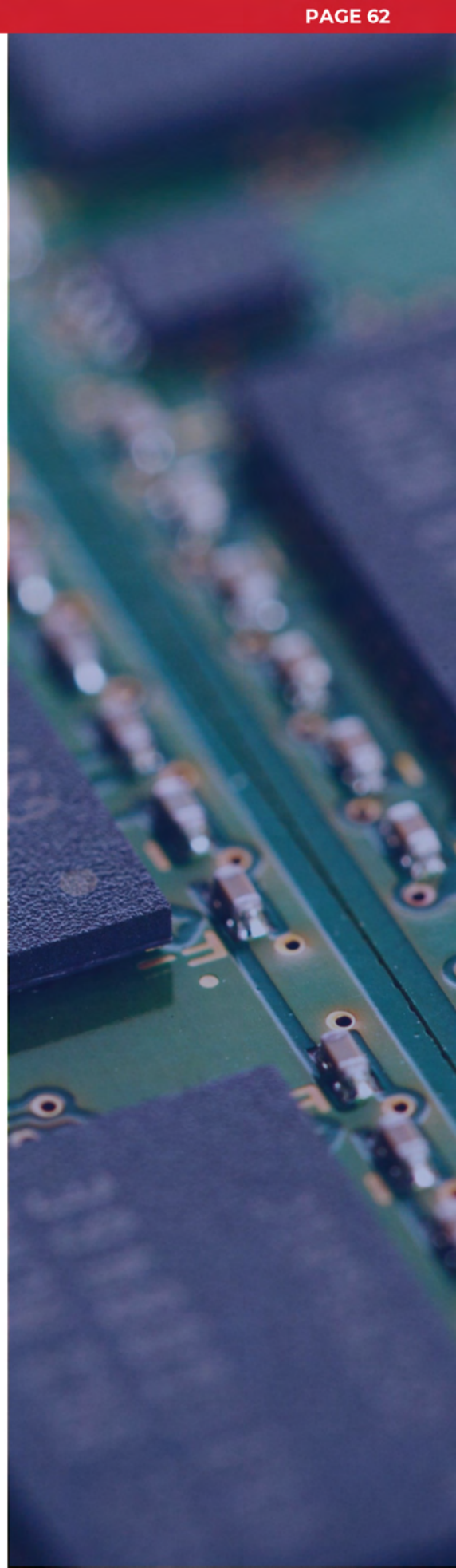
Chamber Analysis:

- The bill creates a program in the Colorado Office of Economic Development to support data center development and modernize the electrical grid. It offers tax breaks and utility incentives to data centers that meet certain investment, job creation, energy efficiency and environmental standards.

SB 318	Artificial Intelligence Consumer Protections
Sponsors	Senator Rodriguez; Representative Titone
Position	Amend
Bill Status	Dead

Chamber Analysis:

- The bill modifies consumer protections in interactions with artificial intelligence systems. It specifies that the use of AI for consequential decisions such as employment, finances, health care and more are violations of a number of local, state or federal anti-discrimination laws.
- The Chamber worked with a broad coalition with the hope of improving and clarifying the existing law created by SB24-205. Ultimately, consensus could not be reached, however, conversations will continue.





COLORADO CHAMBER
OF COMMERCE