

# Summary of Legislation

## 2025



## Labor and Employment

Horojah Jawara | [horojah.jawara@coleg.gov](mailto:horojah.jawara@coleg.gov)

During the 2025 legislative session, the General Assembly considered various measures related to labor and employment, including measures related to wage and hour laws, vocational rehabilitation, and workforce development.

### Wage and Hour Laws

[House Bill 25-1001](#) makes several changes to wage and hour laws including clarifying that an employer is any individual who owns or controls at least 25 percent of a company.

The bill also allows the Colorado Department of Labor and Employment (CDLE) to receive and adjudicate claims up to \$13,000 for nonpayment of wages and to waive the penalty for unpaid wages if the employer pays them within 14 days.

When adjudicating wage complaints, the CDLE must list the employers in violation on its website, and, where violations are not remedied within 60 days, notify other agencies of the violation in order to revoke the violating employers' applicable licenses or permits.

Finally, the bill prohibits an employer from making a payroll deduction that drops a worker's pay below the applicable minimum wage and decreases the wait time for paying

an employee out of the Wage Theft Enforcement Fund from 6 months to 4 months.

[House Bill 25-1208](#) allows local governments with a minimum wage higher than the state's to increase their tip offset amount, as long as the increase does not bring the local wage below the state's minus \$3.20.

### Vocational Rehabilitation

[House Bill 25-1018](#) makes multiple changes to the application requirements for services from the Division of Vocational Rehabilitation in the Colorado Department of Labor and Employment (CDLE).

The bill allows CDLE to provide services to a person with a disability without consideration of the applicant's financial need. The bill also removes the requirements that an applicant:

- be present in the state at the time of the application;
- can satisfactorily achieve rehabilitation based on an investigation and determination by the department; and,
- can contribute to the cost of the services based on an assessment of financial ability conducted by the department.

# Labor and Employment

---

## Labor & Employment Efforts

The General Assembly also considered labor and employment related measures that ultimately did not pass.

[House Bill 25-1291](#), which was vetoed by the Governor, would have created several new rider safety requirements for transportation network companies and drivers.

Requirements would have included:

- criminal history record checks at least every six months for drivers;
- prohibiting individuals from driving who have committed certain offenses, including assault or robbery or who have been disqualified from driving for another company for an incident involving those offenses(?);
- ensuring drivers and riders may opt in to audio and video recording for prearranged rides;
- developing policies to prevent imposter accounts, account sharing, account renting, and assault against or committed by drivers;
- ensuring parental authorization for unaccompanied minors;
- and establishing procedures for driver deactivation when criminal allegations are made.

[Senate Bill 005](#), which was also vetoed by the Governor, sought to eliminate the requirement for employees to conduct a second election to negotiate a union security agreement clause. Such agreement requires

all employees to pay union dues, even if they choose not to join the union. Under current law, employees may unionize with a simple majority vote, but must conduct a second vote with 75 percent approval to make such a requirement.