OFFICE OF GOVERNMENT RELATIONS
CU Initiated State Legislation

The Second Regular Session of the seventy-fourth session of the Colorado General Assembly convened on January 8, 2025, and ended on May 7, 2025.

H.B. 25-1041	**Student Athlete Name Image of Likeness**	**Sponsors: Rep. Smith/Sens. Coleman; Amabile**

Under current law, there are requirements of an athletic association, an institution of higher education, and a student athlete regarding a student athlete's compensation for their name, image, or likeness. The act extends these requirements to an individual who is eligible to engage in an intercollegiate sport.

The act allows an institution of higher education or athletic association to compensate a student athlete for the use of the student athlete's name, image, or likeness.

Under current law, a student athlete is prohibited from entering into a contract if it conflicts with a team contract. The act repeals this prohibition and related provisions.

The act requires each institution of higher education to submit to the department of higher education a copy of its annual report to the organization with authority over intercollegiate athletics, including information concerning gender- and sport-based spending.

Under the "Colorado Open Records Act", the act exempts from the public right of inspection personally identifiable information that is contained within an agreement or contract concerning a student athlete's or prospective student athlete's name, image, or likeness, or any communication or material related to an agreement or a contract concerning a student athlete's or prospective student athlete's name, image, or likeness.

APPROVED by Governor March 28, 2025
EFFECTIVE March 28, 2025

S.B. 25-087	**Academic Adjustments in Higher Education**	**Sponsors: Sens. Marchman; Stewart/Rep. Brooks**

The act requires each institution of higher education (institution) in Colorado to create and adopt a policy and a process to support the ability of an admitted or enrolled student with a disability (student) to voluntarily self-disclose the student's disability and to engage in an interactive process with the institution to receive an academic adjustment.

The adopted policy must, at a minimum, include information that:

- Describes the institution's process to determine whether a student is eligible for an academic adjustment;
- Outlines documentation that the institution may request to determine whether a student is eligible for an academic adjustment;
- Provides information on the available disability resources and academic adjustments provided to students with disabilities; and
- Describes an appeals process for academic adjustment decisions that focuses on documentary review.

Each institution shall publish the policy on the institution's website in an accessible format. The act describes the type of documentation that an institution may request to determine whether a student is eligible for an academic adjustment.

APPROVED by Governor April 18, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

S.B. 25-154	**Access to Educator Pathways**	**Sponsors: Sens. Kipp/Reps. Hamrick; Soper**

The act allows a currently licensed Colorado teacher seeking to add an early childhood education endorsement, early childhood special education endorsement, elementary education endorsement, or special education generalist endorsement to demonstrate professional competencies by submitting evidence of achieving sufficiently high education coursework grades on coursework aligned with relevant standards as approved by the department of education.

If the applicant spots for the multiple measures pathway are not filled, the act allows currently licensed Colorado teachers who are seeking additional licensure endorsements to demonstrate professional competencies using the multiple measures pathway.

The act clarifies that 4-year institutions of higher education that offer programs of off-campus instruction and that have courses included in the guaranteed transfer pathway matrix or that are part of a statewide degree transfer agreement may participate in the teacher recruitment education and preparation program.

APPROVED by Governor May 9, 2025

EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine day.

H.B. 25-1038 **Postsecondary Credit Transfer Website** **Sponsors: Reps. Hamrick; Johnson/Sens. Marchman; Baisley**

The act requires the department of higher education (department), subject to available appropriations, to develop and maintain a free, publicly accessible online platform (platform) to provide current and potential students who are pursuing postsecondary education in Colorado with relevant information about which credits and courses, work-related experiences, and prior learning opportunities are transferable to or between the state's public institutions of higher education (institution).

On or before January 1, 2026, an institution may submit to the department for inclusion in the platform:

- A comprehensive record, from the fall 2023 term onward, of the institution's awards of postsecondary transfer credit for all courses that the institution has identified as having learning outcomes equivalent to corresponding offerings at other institutions; and
- Descriptions of the institution's policy on work-related experiences or prior learning opportunities, and the credentials, licenses, or apprenticeship certificates for which the institution awards postsecondary academic credit.

Using the data provided by an institution, the department shall include in the platform information about the transferability to or between institutions for several sources of postsecondary academic credit. These sources include courses in the statewide common course numbering system, now referred to as the guaranteed transfer pathway matrix, and credits earned through various standardized tests.

A not-for-profit private institution of higher education may, but is not required to, submit applicable information for inclusion in the platform.
The act creates the postsecondary transfer credit platform cash fund to accept gifts, grants, and donations for the development, implementation, and maintenance of the platform.

APPROVED by Governor June 3, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

H.B. 25-1075 **Regulate Speech-Language Pathology Assistants** **Sponsors: Reps. Garcia Sander; Phillips/ Sens. Kirkmeyer; Mullica**

A speech language pathology assistant (SLPA) is defined in the act as an individual who has a bachelor's degree or higher in speech-language pathology, communications disorders and speech sciences, or any other field that includes at least 24 semester hours in speech-language hearing sciences granted by an accredited institution of higher education. Only an individual who practices as an SLPA in accordance with statute or who is a school speech-language pathology assistant (school SLPA) authorized by the department of education may use the title "speech-language pathology assistant" or other terms that indicate that the individual is an SLPA or a school SLPA.

An SLPA shall practice speech-language pathology only in collaboration with and under the direction and supervision of a certified speech-language pathologist (SLP). The act establishes requirements and guidelines for an SLP supervising an SLPA. The act prohibits an SLPA from engaging in certain speech-language pathology tasks, such as the diagnosis of patients and preparation of a treatment plan. An SLP may be disciplined for failing to properly direct and supervise an SLPA.

The act repeals the regulation of SLPAs on September 1, 2033, subject to sunset review by the department of regulatory agencies.

APPROVED by Governor May 5, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

H.B. 25-1186 **Work-Based Learning Experiences in Higher Education** **Sponsors: Reps. Martinez; Lukens/Sens. Rich; Michaelson Jenet**

The act creates the work-based learning consortium pilot program (pilot program) in the department of higher education (department). The purpose of the 3-year pilot program is to:

- Demonstrate the value of work-based learning in postsecondary curricula by studying the impact of industry-sponsored projects on course objectives and learning outcomes;
- Promote the adoption of work-based learning in higher education by working with faculty at institutions of higher education (institutions) that participate in the pilot program (participating institutions) to embed project-based learning opportunities into credit-bearing programs;
- Provide broader access to collegiate work-based learning for students;
- Measure the impact of work-based learning on participating students; and
- Learn how institutions can increase the value of postsecondary education through career exposure and preparedness.

Pending the receipt of sufficient funds, the department shall convene a consortium (consortium) of representatives from participating institutions, the commission on higher education (commission), the department of labor and employment, the department of education, and a subject matter expert with experience implementing work-based learning. The consortium shall:

- Work with each participating institution's faculty to embed industry-sponsored projects in course curriculum that meet the work-based learning quality standards;
- Work with the department to determine the impact of industry-sponsored projects;
- Work with a third-party platform to connect faculty from participating institutions to employers for the purpose of developing high-quality, project-based learning opportunities for classroom instruction;
- Advise the commission on strategies to improve student access to high-quality, work-based learning opportunities for students based on participating faculty members' experience embedding industry-sponsored projects into curriculum;
- Develop best practices for institutions to expand access to work-based learning in the classroom through industry-sponsored projects; and

- Develop findings and recommendations.

Subject to available appropriations, at the end of the pilot program, the act requires the consortium to complete and submit a report to the education committees of the house of representatives and the senate, or their successor committees. The report must include:

- A description of the consortium's findings and recommendations;
- Details on the consortium's impacts on participating institutions and the effects of creating additional work-based learning activities on students, faculty, and employers; and
- Recommendations for statutory changes, financial resources, department policy changes, and policy changes in institutions that are necessary to improve successful work-based learning opportunities for students in institutions.

The department may seek, accept, and expend gifts, grants, or donations from private or public sources for the pilot program. The department shall transmit all gifts, grants, or donations to the state treasurer, who shall credit the money to the higher education work-based learning consortium fund (fund). If, by June 30, 2028, the money in the fund has never reached or exceeded $2 million dollars, the state treasurer shall return each grantor's or donor's gift, grant, or donation.

On or before November 1, 2026, the commission shall recommend a list of terms used by institutions related to work-based learning to the Colorado workforce development council for inclusion in the talent development glossary (glossary). The purpose of the list of terms is to:

- Augment the glossary so that collegiate work-based learning activities are accurately reflected in statewide efforts to promote work-based learning; and
- Demonstrate to institutions relevant opportunities to participate in statewide efforts to promote work-based learning.

On or before July 1, 2026, the commission shall work with institutions, the Colorado workforce development council, the department of education, the consortium, nonprofit organizations, industry associations, and businesses to develop recommendations on how to best embed work-based learning opportunities into current degree pathways.

On or before December 31, 2026, the department shall work with institutions to identify which work-based learning activities are measurable and how to best report work-based learning activities.

Institutions that are eligible for the work-study program may use work-study program money to cover the costs of work-based learning credits for students who are required to complete credit-bearing work-based learning requirements to graduate from an institution.

The office of economic development (office) administers the universal high school scholarship program (program). The act allows the office to spend unexpended or unencumbered money appropriated in the 2023-24 state fiscal year through the 2025-26 state fiscal year without further appropriation. The act requires that expenditures for the administrative costs of the program not exceed $1.5 million. The act extends the date for the state treasurer to transfer all unexpended and unencumbered money in the universal high school scholarship cash fund

from December 30, 2026, to June 30, 2027.

APPROVED by Governor May 30, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

H.B. 25-1221	**Emily Griffith Associate of Applied Science Degree**	**Sponsors: Reps. Hamrick; Garcia Sander/Sens. Bridges; Lundeen**

The act permits Emily Griffith technical college (college) to offer an associate of applied science degree program (degree program) with approval from the state board for community colleges and occupational education (board). The degree program must include a registered apprenticeship program and certain transferable general education courses.

In considering the college's request to offer a degree program, the board shall consider student and workforce demand, alignment with registered apprenticeship programs, cost-effectiveness for students and the state, and accreditation and licensing requirements. An approved degree program is eligible to receive federal "Carl D. Perkins Career and Technical Education Improvement Act" funds.

APPROVED by Governor April 10, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

S.B. 25-010 **Electronic Communications in Health Care** **Sponsors: Sens. Mullica; Pelton B./Rep. Brown**

Subject to specific requirements, the act allows a notice to or from a party or other document required by law in an insurance transaction that is related to a provision of a health insurance contract or that is to serve as evidence of health insurance coverage to be delivered, stored, and presented by electronic means if the electronic means meet the requirements of the "Uniform Electronic Transactions Act". The delivery of a notice or document by electronic means is considered the equivalent to and has the same effect as any other delivery method required by law. The act requires health insurance carriers to deliver paper communications to any individuals that may elect to receive paper communications upon request.

An insurance producer is not subject to civil liability for any harm or injury that occurs because of a party's election to receive any notice or document by electronic means or by a carrier's failure to deliver or a party's failure to receive a notice or document by electronic means.

A carrier may mail, deliver, or, if the carrier obtains separate, specific consent, post on the carrier's website a health coverage plan and an endorsement that does not contain personal identifying information. If the carrier elects to post a health coverage plan and an endorsement on the carrier's website in lieu of mailing or delivering the health coverage plan and endorsement, the carrier shall comply with certain conditions.

The commissioner of insurance may adopt rules to implement the act.

APPROVED by Governor March 14, 2025
EFFECTIVE January 1, 2026
NOTE: This act was passed without a safety clause.

S.B. 25-017 **Measures to Support Early Childhood Health** **Sponsors: Sens. Cutter; Jodeh/Reps. Joseph; Zokaie**

The act implements and describes the operation of the pediatric primary care practice program (primary care program) in the department of early childhood (department). The purpose of the primary care program is to provide funding and support to a pediatric primary care medical practice (medical practice) to integrate into the medical practice a professional who specializes in whole-child and whole-family health and well-being.

The department shall contract with an implementation partner (primary care partner) to implement, operate, and administer the primary care program. The primary care partner shall create and implement a team-based, research-informed pediatric primary care practice evidence-based model (evidence-based model). The evidence-based model must be a comprehensive approach to guide pediatric care medical practices to deliver services to children from birth to 3 years of age and their families.

The primary care partner shall:

- Establish an application and selection process with the department for select medical practices to participate in the primary care program;
- Review applications from medical practices and select applicants to participate in the primary care program;
- Work with selected applicants to complete assessments on the applicants' community health-care systems, health and well-being practices, and related concerns; and
- Train and support the medical practices selected to participate in the primary care program to maintain fidelity to the evidence-based model.

The executive director of the department may adopt rules to carry out the purposes of the primary care program.

APPROVED by Governor June 4, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die

S.B. 25-042	**Behavioral Health Crisis Response Recommendations**	**Sponsors: Sens. Cutter; Amabile/Reps. Bradfield; English**

No later than June 30, 2026, the act requires the department of public safety (DPS), in collaboration with the behavioral health administration (BHA), to consult with stakeholders to identify:

- Existing resources and model programs that communities throughout Colorado utilize when responding to behavioral health crises, including, but not limited to, co-responder programs, alternative response programs, and mobile crisis response programs, and the reimbursement shortages and gaps within the continuum of care for behavioral health crisis response; and
- The reimbursement shortages and gaps within the continuum of care for behavioral health crisis response, and reimbursement and funding options that are available at the state and federal levels to address the shortages and gaps, including funding for treatment in place.

The act requires DPS to compile a list of the existing resources and model programs, and report reimbursement shortages and gaps identified by the stakeholder group and develop recommendations for addressing the shortages and gaps. The act requires DPS to make the resources, model programs, and recommendations publicly available on DPS's website.

On or before January 1, 2027, the act requires the BHA, in collaboration with the department of health care policy and financing (HCPF), to provide information to the general assembly regarding the reimbursement shortages and gaps within the continuum of care for behavioral health crisis response and the reimbursement and funding options at the state and federal level that are available to address the shortages and gaps, including funding for treatment in place.

The act requires HCPF to reimburse an institution for mental diseases for providing inpatient mental health treatment to a member for up to 60 days or to the extent permitted by federal law.

Current law requires each person detained for an emergency mental health hold to receive an evaluation as soon as possible after the person is presented to a facility, and the evaluation may, but is not required to, include an assessment to determine if the person continues to meet the criteria for an emergency mental health hold and requires further mental health care in a facility designated by the commissioner. The act requires the evaluation to include the assessment determination.

The act requires a hospital that is subject to the federal "Emergency Medical Treatment and Labor Act" to only discharge a person placed on an emergency mental health hold if the person no longer meets the criteria for an emergency mental health hold; except that a hospital may transfer the person to another hospital if the hospital is unable to provide the appropriate medical or behavioral health care to the person and the receiving hospital agrees to the transfer.

APPROVED by Governor March 26, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

S.B. 25-045 **Health-Care Payment System Analysis** **Sponsors: Sens. Marchman; McCormick/Rep. Boesenecker**

Dependent upon sufficient gifts, grants, and donations received by the Colorado school of public health (school) and the department of health care policy and financing, the act requires the school to:

- Analyze draft model legislation for implementing a single-payer, nonprofit, publicly financed, and privately delivered universal health-care payment system for Colorado that directly compensates providers (analysis); and
- Submit a report detailing its findings to the health and human services committees of the house of representatives and the senate by December 31, 2026.

The act also creates the statewide health-care analysis collaborative (collaborative) for the purpose of advising the school during the analysis. The collaborative is repealed, effective December 1, 2027.

APPROVED by Governor May 14, 2025
EFFECTIVE May 14, 2025

S.B. 25-048 **Diabetes Prevention & Obesity Treatment Act** **Sponsors: Sens. Michaelsen Jenet; Mullica/Reps. Brown; Mabrey**

Beginning January 1, 2027, the act requires large group health benefit plans to provide coverage for the treatment of the chronic disease of obesity and the treatment of pre-diabetes, including coverage for a comparable program to the national diabetes prevention program, medical nutrition therapy, intensive behavioral or lifestyle therapy, and metabolic and bariatric surgery. For a large group health benefit plan offered in the state, the act requires carriers to offer the policyholder the option to purchase coverage for FDA-approved anti-obesity medications, including at least one FDA-approved GLP-1 medication.

The commissioner of insurance may adopt rules for the implementation of the act.

APPROVED by Governor June 3, 2025
EFFECTIVE January 1, 2027
NOTE: This act was passed without a safety cause.

S.B. 25-071 **Prohibit Restrictions on 340B Drugs** **Sponsors: Sens. Michaelson Jenet; Rich/Reps. Martinez; Taggart**

Under the federal 340B drug pricing program (340B program), a covered entity, including certain hospitals, programs, and federally qualified health centers (covered entity), that serves patients with low income receives discounted outpatient drugs (340B drugs) from manufacturers that participate in the federal Medicaid and Medicare programs. Unless the receipt of 340B drugs is prohibited by the federal department of health and human services, the act prohibits a manufacturer, third-party logistics provider, or repackager in this state, or an agent, contractor, or affiliate of those entities, including an entity that collects or processes health information, from directly or indirectly denying, restricting, prohibiting, discriminating against, or otherwise limiting the acquisition of a 340B drug by, or delivery of a 340B drug to, a covered entity, a pharmacy contracted with a covered entity, or a location otherwise authorized by a covered entity to receive and dispense 340B drugs.

The act also prohibits a manufacturer from directly or indirectly requiring a covered entity, a pharmacy contracted with a covered entity, or any other location authorized to receive 340B drugs by a covered entity to submit any health information, claims or utilization data, or other specified data that does not relate to a claim submitted to certain federal health care programs, unless the data is voluntarily furnished or required to be furnished under federal law.

The act defines "340B savings" as the difference between the aggregated market rate costs and the aggregated acquisition costs for 340 B drugs. Certain hospital covered entities are prohibited from using 340B savings for certain purposes.

A violation of the prohibitions in the act is an unfair or deceptive trade practice under the "Colorado Consumer Protection Act" (protection act), and the violator is subject to the enforcement provisions and penalties contained in the protection act. In addition, a person regulated by the state board of pharmacy (pharmacy board) that violates the provisions of the protection act may be subject to discipline by the pharmacy board against the person's license, certification, or registration, as well as other penalties.

The act requires certain hospital covered entities to annually report to the department of health care policy and financing certain information concerning 340B savings and costs relating to providing charity care.

APPROVED by Governor May 30, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

S.B. 25-118 **Health Insurance Prenatal Care No Cost Sharing** **Sponsors: Sens. Bridges; Jodeh/Reps. Stewart, K.; Jackson**

The act requires that, for health insurance policies providing maternity coverage, policies issued or renewed on or after January 1, 2027, must include prenatal care coverage without cost sharing for up to 3 office visits.

APPROVED by Governor May 29, 2025
EFFECTIVE January 1, 2027
NOTE: This act was passed without a safety clause.

S.B. 25-130 **Providing Emergency Medical Services** **Sponsors: Sens. Gonzales; Weissman/Reps. Froelich; Zokaie**

The act requires hospitals, freestanding emergency departments, and licensed health-care facilities that hold themselves out to the public as providing emergency care (facility) to provide emergency medical services to a person who presents to the facility when the person requests or a request is made on the person's behalf for emergency medical services.

For each person who presents to a facility and requests emergency medical services or for each request made on the person's behalf for emergency medical services, the act requires the facility to input into a central log whether the person refused treatment or was denied treatment; whether no treatment was required; or whether the person was transferred, admitted and treated, stabilized and transferred, or discharged.

The act prohibits a facility from:

- Denying or discriminating in providing emergency medical services to a patient for a discriminatory or unlawful reason;
- Penalizing or taking adverse action against a health-care provider for refusing to transfer a patient with an emergency medical condition that has not been stabilized;
- Delaying providing emergency medical services to a person in order to inquire about the person's ability to pay for the services; and
- Transferring or discharging a patient with an emergency medical condition unless certain conditions are met.

A facility or health-care provider does not violate the act's requirements if certain conditions are met.

The act authorizes the department of public health and environment to investigate a facility that negligently violates the requirements of the act. A physician who negligently violates the act engages in unprofessional conduct and is subject to professional discipline. If a civil monetary penalty is imposed, the act requires the maximum civil monetary penalty to be reduced by any civil monetary penalty imposed pursuant to the federal "Emergency Medical Treatment and Active Labor Act" for the same violation.

The act appropriates $82,768 from the health facilities general licensure cash fund to the department of public health and environment for use by the health facilities and emergency medical services division.

APPROVED by Governor May 14, 2025
EFFECTIVE May 14, 2025

S.B. 25-144 **Change Paid Family Medical Leave Insurance Program** **Sponsors: Sen. Winer; Bridges/Reps. Willford; Zokaie**

With regard to the family and medical leave insurance program (program), the act extends the duration of paid family and medical leave, up to an additional 12 weeks, for a parent who has a child receiving inpatient care in a neonatal intensive care unit.

The act also changes the premiums financing the program benefits by extending the current premium amount, 0.9% of wages per employee, through 2025 and setting the premium amount for the 2026 calendar year at 0.88% of wages per employee. For each subsequent calendar year, the director of the division of family and medical leave insurance (director) is required set the premium on or before September 1 of the preceding year, in a manner such that:

- At the end of the year, the balance of the family and medical leave insurance fund (fund) is not less than 6 months' worth of projected expenditures from the fund required for performance of the functions and duties of the director;
- The volatility of the premium rate is minimized; and
- The premium amount does not exceed 1.2% of wages per employee.

APPROVED by Governor May 30, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

S.B. 25-152 **Health-Care Practitioner Identification Requirements** **Sponsors: Sens. Frizell; Michaelson Jenet/Reps. Garcia Sander; Feret**

The act creates the "Know Your Health-Care Practitioner Act" that applies to certain health-care practitioners (practitioner) practicing in a health-care profession or occupation specified in the "Michael Skolnik Medical Transparency Act of 2010". The act does not apply to practitioners who work in a non-patient-care setting or do not have any direct patient care interactions, or when clinically not feasible.

On and after June 1, 2026:

- In advertising health-care services using the practitioner's name, a practitioner must identify the type of state-issued license, certificate, or registration held by the practitioner and ensure that the advertisement is free from deceptive or misleading information;
- Except in certain circumstances, for practitioners providing services in a general hospital, urgent care center, ambulatory surgical center, or freestanding emergency department, the practitioner must affirmatively display an identification name tag or similar worn display that is visible during patient encounters.

- Except when emergent circumstances make it impracticable, while establishing a practitioner-patient relationship during the practitioner's first encounter with a patient, a practitioner must verbally communicate to the patient the practitioner's specific state-issued license, certificate, or registration or verbally identify themselves by a title or abbreviation authorized in statute to facilitate patient understanding.

A practitioner does not have to display their name when interacting with a patient if the practitioner is concerned for their safety or if the patient is exhibiting signs of irrationality or violence.

A practitioner may also use supplemental descriptors in advertising or identification, in the manner specified in the act.

The director of the division of occupations and professions in the department of regulatory agencies may impose a fine of up to $500 if a practitioner violates the act.

APPROVED by Governor May 5, 2025
EFFECTIVE August 6, 2025

S.B. 25-164 **Opioid Antagonist Availability & State Board of Health** **Sponsors: Sens. Winter; Marchman/Reps. Jackson; Willford**

The act requires the state board of health (board) to allow the Colorado youth advisory council (council) to present to the board twice a year on issues regarding the youth opioid epidemic and other health issues. The act also allows the council to consult the prevention services division within the department of public health and environment during the stake holding process for rule-making regarding opioid antagonists.

Under current law, a school district, the state charter school institute, or a governing board of a nonpublic school may adopt and implement a policy that allows:

- A school to acquire and maintain a stock supply of opioid antagonists on school grounds or on a school bus;
- A school employee or agent who has received relevant training to administer an opioid antagonist to a person who is at risk of experiencing an opioid-related overdose; and
- A school employee or agent to furnish an opioid antagonist to any individual, including a student, if the student has received relevant training.

The act:

- Permits a school to maintain an opioid antagonist in an automated external defibrillator or defibrillator cabinet in the school or on a school bus;
- Repeals the requirement that a school employee or agent must receive training prior to administering an opioid antagonist; and
- Creates an exception that a school employee or agent may furnish an opioid antagonist to a student who has not received relevant training if the employee or agent believes that the student is in a position to assist an individual who is suffering from an opioid-related drug overdose event or who is at risk of experiencing an opioid-related drug overdose event.

Current law provides a specific list of eligible entities that a prescriber may prescribe or dispense an opioid antagonist to. The act eliminates the specific list and instead requires the state board of health to establish a list of eligible entities that a prescriber may prescribe or dispense an opioid antagonist to.

The act permits a standing order allowing all eligible entities to distribute opioid antagonists. The act requires the department of public health and environment to furnish a report detailing youth overdose prevention during "SMART Act" hearings.

APPROVED by Governor May 5, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

S.B. 25-166 **Health-Care Workplace Violence Incentive Payments** **Sponsors: Sen. Mullica/Rep. Feret**

The act includes a performance metric related to workplace violence in determining quality incentive payments made to hospitals.

No later than September 1, 2025, the act requires the department of health care policy and financing (state department) and the quality incentives payments subcommittee of the Colorado healthcare affordability and sustainability enterprise board (board) to consult with a group of named stakeholders to develop recommended workplace violence metrics, determine whether any federal or private funds are available to assist hospitals in lowering the number of incidents of workplace violence, and develop legislative recommendations. The act requires the state department to include a progress report on developing workplace violence metrics during its 2026 "SMART Act" hearing. The act requires the board to include legislative recommendations it develops as part of its January 2027 report to the general assembly, the governor, and the medical services board.

Beginning July 1, 2026, and each July thereafter, the act requires the state department to assess whether each hospital has adopted a formal policy to address workplace violence and submitted the reporting requirements to the department of public health and environment for the next federal fiscal year. The act exempts hospitals with fewer than 100 beds from the reporting requirements.

APPROVED by Governor May 5, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

S.B. 25-194 **Sunset Dental Practice Act** **Sponsors: Sens. Michaelson Jenet; Mullica/Reps. Duran; Hartsook**

The act makes changes to the "Dental Practice Act" (act) by:

- Continuing the act for 9 years, until 2034;
- Updating and adding definitions;
- Changing the membership of the Colorado dental board (board);
- Adding to and updating the grounds for which the board may take disciplinary action against an applicant for licensure or a licensee;

- Allowing a licensee's submission to a mental or physical examination to satisfy the requirement to notify the board of a condition that may impair the licensee's ability to practice;
- Adding as exemptions to the act the volunteer practice of dental therapy and dental hygiene under specific conditions;
- Subjecting dentistry practiced by a professional service corporation to certain limits and requirements;
- Repealing exceptions that allow a dental therapist, dental hygienist, or dental assistant to perform certain dentistry practices and including additional tasks in the practice of dentistry;
- Clarifying that a dental assistant, dental hygienist, or dental therapist may perform tasks consistent with rules adopted by the board;
- Requiring a provider who performs itinerant surgery to develop and maintain protocols for emergency follow-up care;
- Clarifying the authority of a licensed dentist to prescribe orders electronically;
- Requiring a peer health assistance program selected as a designated provider for the dentist peer health assistance program to provide training to dentists who practice monitoring services;
- Authorizing a dentist to self-refer to participate in a peer health assistance program or be referred by the board;
- Removing a requirement that dental therapy education schools and programs must be accredited or approved by a specific entity;
- Requiring the board to adopt rules that allow for expedited, temporary licensure during a declared disaster emergency;
- Regulating anesthesia inspectors and requiring the board to design and implement expedited permitting of dentists with certain anesthesia or sedation training;
- Updating the business information a licensee must provide to the board and the circumstances under which providing the information is required;
- Repealing specific tasks that are currently authorized to be performed by a dental hygienist;
- Updating procedures for the construction of dental devices by an unlicensed technician;
- Updating the list of practices that are considered to be the practice of unsupervised dental hygiene;
- Repealing the specific dosages of certain drugs that a dental hygienist may prescribe;
- Authorizing the board to adopt rules that identify safe prescribing alternatives to silver diamine fluoride as a treatment for strengthening teeth and preventing tooth decay;
- Identifying tasks that constitute practicing supervised dental hygiene;
- Requiring a dental hygienist performing an interim therapeutic restoration to confirm a referral for follow-up care with a dentist;
- Limiting the number of dental hygienists or dental therapists that a dentist may supervise; and
- Authorizing a dental therapist to perform specific tasks.

APPROVED by Governor May 5, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

S.B. 25-290 **Stabilization Payments for Safety Net Providers** **Sponsors: Sens. Mullica; Kirkmeyer/Reps. Bird; Brown**

The act creates the provider stabilization fund for use by Colorado department of health care policy and financing (department) to distribute provider stabilization payments to safety net providers who provide services to low-income, uninsured individuals on a sliding-fee schedule or at no cost. Provider stabilization payments will be distributed to eligible safety net providers based on the proportion of low-income, uninsured individuals that an individual provider serves in comparison to the total number of low-income, uninsured individuals served by all eligible safety net providers.

The state treasurer is directed to make an interest-free loan of interest earnings on the principal in the unclaimed property trust fund (UPTF) and, if the interest earnings are insufficient, from the principal of the UPTF as well, to the provider stabilization fund as follows:

- $25 million for the 2025-26 state fiscal year;
- $20 million for the 2026-27 state fiscal year; and
- $15 million for each of the 2027-28, 2028-29, and 2029-30 state fiscal years.

The act specifies that the loan from the UPTF to the provider stabilization fund is an interfund loan that is not classified as revenue, is booked as an interfund receivable or payable, is not state fiscal year spending or state revenues, and does not count against the state fiscal year spending limit or the excess state revenues cap. The department is directed to repay the loan by January 1, 2045, but in any year in which state revenues do not exceed the limit on state fiscal year spending, the department must present to the joint budget committee a proposal to repay all or a portion of the loan at an earlier time, and to the extent possible, the general assembly must prioritize repaying the loan starting in the 2030-31 state fiscal year or sooner if funds are available.

The provider stabilization fund also consists of any money the general assembly appropriates, transfers, or credits to the fund and any gifts, grants, or donations the department may receive for the fund. The act directs the department to leverage money in the provider stabilization fund to obtain federal matching money.

The act establishes a provider stabilization fund advisory board (advisory board) to assist the department in implementing and administering the provider stabilization fund. The department, with assistance from the advisory board, is required to submit an annual report on the provider stabilization fund to specified committees, the governor, and the medical services board in the department. The advisory board is scheduled for repeal on September 1, 2031, and is subject to a sunset review by the department of regulatory agencies before the repeal.

The act appropriates $25,000,000 from the provider stabilization fund to the department to implement the act, allocated as follows:

- $138,505 for personal services to administer the act, including 2.0 FTE;
- $15,900 for operating expenses; and
- $24,845,595 for provider stabilization payments to eligible safety net providers

APPROVED by May 28, 2025

EFFECTIVE May 28, 2025

H.B. 25-1002 **Medical Necessity Determination Insurance Coverage** **Sponsors: Reps. Brown; Gilchrist/Sens. Amabile; Pelton B.**

The act clarifies that the health benefits coverage for the prevention of, screening for, and treatment of behavioral, mental health, and substance use disorders must be no less extensive than the coverage provided for any physical illness. The act requires that every health benefit plan provide coverage for medically necessary treatment of covered behavioral, mental health, and substance use disorder benefits, consistent with specified criteria.
The act also specifies criteria to be used for conducting utilization review, service intensity, and the level of care for covered persons. In addition, the act prohibits:

- A health benefit plan from limiting coverage for chronic behavioral, mental health, or substance use disorders to short-term symptom reduction; and
- A health insurance carrier from reversing or altering a determination of medical necessity except in the case of fraud.

The act requires carriers that provide benefits for mental health conditions or substance use disorders to offer meaningful benefits for mental health conditions and substance use disorders. The act describes how to determine whether the benefits provided are meaningful benefits.

The commissioner of insurance is authorized to adopt rules to:

- Establish carrier utilization review compliance;
- Specify data testing requirements for plan design and application of parity compliance;
- Set standard definition for coverage requirements;
- Establish timelines for carriers to provide comparative analysis information to the division of insurance; and
- Establish time periods for visits with a provider for treatment of a behavioral, mental health, or substance use disorder after an initial visit with a provider.

APPROVED by Governor March 20, 2025
EFFECTIVE January 1, 2026
NOTE: This act was passed without a safety clause.

H.B. 25-1016 **Occupational Therapist Prescribe Medical Equipment** **Sponsors: Reps. Stewart, K./Sens. Michaelson Jenet, Rich**

The act authorizes an occupational therapist to directly recommend or prescribe durable medical equipment to a patient without requesting the prescription from a licensed physician and requires that the occupational therapist consult with the patient concerning payment options.

APPROVED by Governor March 31, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

H.B. 25-1070 **Electroconvulsive Treatment for Minors** **Sponsors: Reps. Bradfield; Rydin/Sen. Michaelson Jenet**

For a minor who is 15 years of age or younger, current law authorizes electroconvulsive treatment (ECT) to be performed if certain conditions are met, including that ECT is medically necessary to treat life-threatening malignant catatonia. The act removes this condition.

APPROVED by Governor March 31, 2025
EFFECTIVE March 31, 2025

H.B. 25-1082 **Qualified Individuals Death Certificates** **Sponsors: Reps. Weinberg; Brown/Sens. Pelton, R., Michaelson Jenet**

In current law, a "qualified individual" is authorized to determine the cause of death of an individual and complete the medical certification for a certificate of death. The act defines the term "qualified individual" to include a physician, a physician assistant, an advanced practice registered nurse, or the chief medical officer of the institution in which the death occurred.

The act requires that qualified individuals register to use the electronic death registration system used by the department of public health and environment (department) and the state registrar prior to signing a death certificate.

Physician assistants and advanced practice registered nurses are required to review training materials regarding signing a death certificate provided by the department before the first time they sign a death certificate.

For the 2025-26 state fiscal year, $25,000 is appropriated to the department from the vital statistics records cash fund for use by the center for health and environmental data to implement the act.

APPROVED by Governor June 4, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

H.B. 25-1094 **Pharmacy Benefit Manager Practices** **Sponsors: Reps. Brown; Johnson/Sens. Pelton, B.; Roberts**

Beginning January 1, 2027, the act:

- Allows a pharmacy benefit manager (PBM) to earn income derived from the assessment of a flat-dollar service fee for the provision of a prescription drug;
- Prohibits a PBM from earning income based on the price or cost of a prescription drug;
- Prohibits a PBM from designing a formulary to favor a certain branded pharmaceutical or biologic;
- Requires a PBM to be reimbursed by a health benefit plan for lowering the plan's prescription drug spending over a given period of time and for the direct services the PBM provides to the plan;
- Sets the amount that a PBM shall reimburse an unaffiliated pharmacy or a PBM-affiliated retail, mail order, or specialty pharmacy for a prescription drug; and

- Requires a contract between a PBM and a health benefit plan to contain a provision where the PBM discloses prescription drug cost information to the health benefit plan and a provision authorizing the health benefit plan to execute an audit to validate compliance with the contract.

APPROVED by Governor May 30, 2025
EFFECTIVE January 1, 2027
NOTE: This act was passed without a safety clause.

H.B. 25-1176 **Behavioral Health Treatment Stigma for Providers** **Sponsors: Rep. Stewart, R./Sens. Simpson; Michaelson Jenet**

The act requires the following regarding the application for a license to practice medicine in Colorado (application) and the questionnaire accompanying the form for a license renewal (questionnaire):

- The Colorado medical board (board) must consider the recommendations of the Federation of State Medical Boards and the requirements of the federal "Americans with Disabilities Act of 1990" when developing the application questions;
- The application and questionnaire must not require the disclosure of personal medical or health information that is not relevant to the applicant's ability to provide safe, competent, and ethical patient care at the time of application;
- The application and questionnaire must not include questions seeking information about past health-related conditions that do not impact an applicant's ability to practice safe, competent, and ethical patient care at the time of application; and
- The board shall include information in the application about the board's peer health assistance program, the applicant's ability to self-refer to the peer health assistance program at any time, and the applicant's ability to self-refer in lieu of disclosure to the board.

The act clarifies that an individual subject to the licensing requirements of the "Colorado Medical Practice Act" is not required to disclose a physical illness, physical condition, behavioral health disorder, mental health disorder, or substance use disorder that no longer impacts the individual's ability to practice the applicable health-care profession or occupation with reasonable skill and safety to patients or clients.

Current law requires that if a health-care professional has a physical illness, physical condition, or behavioral or mental health disorder that renders the person unable to practice the applicable health-care profession or occupation with reasonable skill and safety to patients or clients, the licensee, registrant, or certificate holder shall notify the regulator that regulates the person's profession or occupation of the physical illness, physical condition, or behavioral or mental health disorder. The act requires that a health-care professional must additionally provide notice of a substance use disorder and specifies that the health-care professional is required only to provide notice of a current physical illness, physical condition, behavioral health disorder, mental health disorder, or substance use disorder.

APPROVED by Governor May 31, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

H.B. 25-1259 **In Vitro Fertilization Protection & Gamete Donation Requirements** **Sponsors: Reps. Froelich; Brown/Sens. Cutter; Daugherty**

The act adds statutory protections for in vitro fertilization and other assisted reproductive health-care procedures.

Current law requires gamete banks and fertility clinics (donor banks) to maintain donor identifying information and update it every 3 years. The act requires donor banks to encourage donors to inform the donor banks of significant updates to the donor's medical history after the donor made a donation. The donor bank is then required to document that significant medical history update.

Current law prohibits donor banks from interfering with an adult donor-conceived person communicating about the gamete donor with the donor-conceived person's friends, family, or other third parties. The act encourages donor banks to provide information to donor-conceived persons regarding the physical and emotional risks associated with releasing a donor's private information to outside parties.

The act repeals certain provisions relating to gamete donor record stewardship in the event of donor bank dissolution, bankruptcy, or insolvency and eliminates the requirement that donor banks inform a recipient parent about future implications about a gamete donor's medical history or other persons conceived using the same gamete donor.

Current law requires the department of public health and environment (department) to draft written materials that must be provided to individuals prior to donating or receiving gametes.

The act maintains that requirement, but does not require donor banks to use the department's written material. Donor banks are permitted to develop their own written materials to meet the statutory requirement of providing certain information to an individual prior to donating or receiving gametes.

The act eliminates the department's ability to perform on-site inspections or perform in-person investigations on donor banks located outside the state.

APPROVED by Governor May 30, 2025
EFFECTIVE May 30, 2025

H.B. 25-1270 **Patients' Right to Try Individualized Treatments** **Sponsors: Reps. Pugliese; Gilchrist/Sens. Kirkmeyer; Daugherty**

The act allows, but does not require, an eligible patient to request from a manufacturer the manufacturer's individualized investigational drug, biological product, or device, which is a drug, biological product, or device that is unique and produced exclusively for use by an individual patient based on the patient's own genetic profile. The manufacturer must be operating within an institution that operates under federal rules for the protection of human subjects.

An eligible patient is an individual who has:

- A life-threatening or severely debilitating illness, as attested to by the patient's treating physician;
- Considered all other treatment options currently approved by the United States food and drug administration;
- Received a recommendation from the patient's treating physician;
- Given written, informed consent for the use of the individualized investigational drug, biological product, or device; and
- Documentation from the treating physician that the individual meets the definition of "eligible patient".

The act authorizes, but does not require, a manufacturer to make the individualized investigational drug, biological product, or device available to an eligible patient at no charge, but the manufacturer may require payment to cover the cost.

If any harm is caused to the eligible patient resulting from the use of the individualized investigational drug, biological product, or device, a private right of action cannot be brought against the manufacturer or against any other individual or entity involved in the care of the eligible patient with regard to the eligible patient's use of the individualized investigational drug, biological product, or device, so long as the manufacturer, individual, or entity complied with the law and exercised reasonable care.

The act prohibits disciplinary action against a health-care provider's license based on the health-care provider's recommendations regarding the use of the individualized investigational drug, biological product, or device.

The act does not affect a health-care insurer's obligation under current law relating to coverage for an insured's participation in a clinical trial.

APPROVED by Governor May 19, 2025
EFFECTIVE May 19, 2025

S.B. 25-206 **2025-26 Long Appropriations** **Sponsors: Sen. Bridges/Rep. Bird**

Provides for the payment of expenses of the executive, legislative, and judicial departments of the state of Colorado, and of its agencies and institutions, for and during the fiscal year beginning July 1, 2025, except as otherwise noted.

APPROVED by Governor April 28, 2025
EFFECTIVE: April 28, 2025

S.B. 25-315 **Postsecondary & Workforce Readiness Programs** **Sponsors: Sens. Bridges; Kirkmeyer/Reps. Bird; Sirota**

The act creates a postsecondary and workforce readiness funding model that includes 3 types of funding: Start-up funding, innovation grant funding, and sustain funding. The state board of education (state board) is authorized to adopt rules concerning these funding sources.

For the 2025-26 budget year through the 2027-28 budget year, the department of education (department) shall use a formula to determine each local education provider's start-up funding, which is used for eligible expenses that are associated with developing and implementing a postsecondary and workforce readiness program. Start-up funding gradually phases out and repeals after the 2027-28 budget year.

Beginning in the 2028-29 budget year, innovation grant funding through the John W. Buckner postsecondary and workforce readiness innovation grant program, created in the department, is available to certain local education providers for eligible expenses that are associated with developing and implementing a postsecondary and workforce readiness program that aligns with the state's workforce demands or priorities. Local education providers that are required to adopt a priority improvement plan or a turnaround plan, or that authorize schools that are required to adopt a priority improvement plan or turnaround plan, for the current or prior budget year, or local education providers that demonstrate, or authorize a school that demonstrates, a low level of attainment on the postsecondary workforce readiness indicator for the prior school year are eligible for innovation grant funding.

Beginning in the 2026-27 budget year, sustain funding is used to reimburse local education providers' expenses for students who, in the preceding budget year, successfully satisfied postsecondary credit, industry-recognized credential, or work-based learning requirements.

For the 2026-27 budget year, of total sustain funding, a certain percentage is available for reimbursing postsecondary credit attainment, reimbursing industry-recognized credentials, and reimbursing work-based learning. For the 2027-28 budget year, and budget years thereafter, the state board may adjust the percentages for these categories.

Beginning in January 2028, the department is required to annually report, as a part of its "SMART Act" presentation, findings regarding the effectiveness of consolidating the postsecondary and workforce readiness programs and funding streams.

By November 1, 2029, the department is required to report to the joint budget committee findings regarding the effectiveness of consolidating the postsecondary and workforce readiness programs and funding streams.

The act repeals the accelerating students through concurrent enrollment program and career development success program after the 2025-26 budget year. Upon passage, the act repeals the:

- Concurrent enrollment expansion and innovation grant program; and
- John W. Buckner automatic enrollment in advanced courses grant program.

The act requires the department to convene a working group that includes educators to report its findings and recommendations to the joint budget committee concerning the effectiveness of the teacher retention and preparation program (TREP) and the pathways in technology (p-tech) early college high schools.

For the 2025-26 state fiscal year, the act:

- Adjusts appropriations made in the 2025-26 long bill;
- Appropriates $5,018,715 from the general fund and state education fund to the department for use by student pathways to implement the act; and
- Appropriates $160,073 from the general fund to the department for use by school quality and support to implement the act.

APPROVED by Governor May 23, 2025
PORTIONS EFFECTIVE May 23, 2025
PORTIONS EFFECTIVE July 1, 2026

S.B. 25-319	**Modification Higher Education Expenses Income Tax Incentive**	**Sponsors: Sens. Bridges; Amabile/Reps. Bird; Taggart**

The state allows a student pursuing higher education who satisfies statutorily specified eligibility criteria to claim an income tax incentive for amounts paid for tuition and fees for qualifying academic semesters or terms that the student completes. The act clarifies the statute that provides for the income tax incentive to improve the administration, including data tracking and reporting, of the incentive.

For the 2025-26 state fiscal year, $135,446 is appropriated from the general fund to the department of revenue for use by the taxation business group to implement the act.

APPROVED by Governor June 4, 2025
EFFECTIVE June 4, 2025

H.B. 25-1313	**Modify Laws Within Purview of the Capital Development Committee**	**Sponsors: Reps. Story; Lindsay/Sens. Mullica; Hinrichsen**

The act amends the statutes governing the capital development committee (CDC) and its purview to:

- Require CDC members to be appointed no later than the December 1 before the general assembly at which that CDC member will serve convenes and requires annual election of the chair and the vice-chair at the CDC's first December meeting;
- Align the statutes with current practices by changing from January 1, which is always a state holiday, to January 2 the date for the office of state planning and budgeting to submit to the CDC its updates to its recommended priority of funding for capital construction projects as part of the November 1 budget package;
- With respect to the Colorado commission on higher education's (commission) annual requests to the governing board of each state institution of higher education (institution) for a 2-year projection of certain capital construction projects, which is submitted to the CDC for review and approval:
- Require that projections be reviewed at the commission's next available meeting;
- Repeal the requirement that an institution amend the projection prior to commencing a project if the project is not in the institution's most recent projection;
- Repeal the requirement that the commission annually prepare a unified, 2-year report for capital construction or capital renewal projects acquired or constructed and operated and maintained solely using cash funds held by an institution that are not for new acquisitions of real property or new construction and are estimated to require total project expenditures exceeding $10 million;
- Repeal the requirement that the commission annually prepare a unified, 2-year report for capital construction projects for new acquisitions of real property or for new construction that are estimated to require total project expenditures exceeding $2 million;
- Clarify deadlines for the CDC to hold a hearing to review projections;
- Repeal the requirement that the CDC hold a hearing regarding projections whenever a projection is amended; and
- Repeal the requirement that the CDC review and approve guidelines prepared by the office of the state architect regarding the classification of facilities as academic facilities or auxiliary facilities.

The act also specifies that agencies and institutions must encumber money for their capital construction projects within 6 months after the date on which the appropriation that includes the project becomes law or on or before November 1 of the state fiscal year for which the appropriation that includes the project is authorized, whichever is later. If an agency or institution will not encumber money for its capital construction project within the period specified, it may request that the CDC recommend to the controller that the deadline be extended for not more than a 6-month period , or, in the case of fee title acquisitions by the division of parks and wildlife in the department of natural resources, the deadline may be waived.

The act also:

- Removes the requirement that the transportation commission annually submit capital requests to the CDC;
- Extends the deadline for the state treasurer's office to submit to the CDC and other agencies its annual report on the fiscal health of institutions from September 1 to

March 1 of each state fiscal year, beginning with the report that is due for the 2025-26 fiscal year;
- Clarifies that any capital construction project that the CDC, in consultation with the council on creative industries, agrees does not meet the original purpose of the art in public places program may be exempt from the requirements of the program; and
- Clarifies that when a capital construction project receives a supplemental appropriation, it is available for the remainder of the state fiscal year for which the supplemental appropriation act was enacted and for the next 2 state fiscal years.

APPROVED by Governor June 3, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

H.B. 25-1005 **Tax Incentive for Film Festivals** **Sponsors: Reps. Duran; Titone/ Sens. Amabile; Baisley**

The act creates a new refundable tax credit only if at least one qualified film festival entity with a multi-decade operating history and a verifiable track record of attracting 100,000 or more in-person ticket sales and over 10,000 out-of-state and international attendees (global film festival entity) commences the relocation of the festival to Colorado by January 1, 2026. Upon relocation, for calendar years commencing on or after January 1, 2027, but before January 1, 2037, the maximum aggregate amount of refundable tax credits that any qualified global film festival entity is eligible to receive is $34 million and the maximum aggregate amount that all existing or small Colorado festival entities collectively may receive is $5 million. A film festival entity is allowed a tax credit for each tax year in which the film festival entity hosts a film festival in Colorado and may be allowed an additional tax credit in the subsequent tax year with respect to any qualified expenditures incurred in the year the film festival entity hosted the film festival in Colorado.

APPROVED by Governor April 8, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

S.B. 25-004 **Regulating Child Care Center Fees** **Sponsors: Sens. Winter; Marchman/Reps. Willford; Garcia**

If a prospective family pays a child care center, family child care home, or neighborhood youth organization (child care program) an application fee, a deposit fee, or wait list fee and is not enrolled in the child care program after six months of paying the fee, the act makes the fee is refundable. A child care program may retain a reasonable administrative fee determined by the department of early childhood (department) before issuing a refund to the prospective family. The prospective family must submit a written request to the child care program to receive a refund. Upon receiving the written request from the prospective family, the child care program shall refund the fees to the prospective family and may remove the prospective family from the wait list.

Prospective families who are offered a child care slot with a child care program and who refuse the child care slot shall not receive a refund. If a family enrolls in a child care program and signs a contract with the child care program provider, the terms of the contract, including fees outlined in the contract, are not subject to the requirements of the act.

A child care program shall provide a fee schedule and the process on fee refunds to a prospective family and an enrolled family. A child care program may publish the fee schedule digitally on the child care program's website.

During the department's periodic inspections, or if a complaint is filed regarding fees, the act directs the department to review the information in the child care center's policy for establishing fees to confirm the child care center is complying with the law. If the department finds the child care center is not compliant, the child care center has 30 days after the date of inspection to comply. If the child care center does not comply within 30 days after the date of inspection, the department may take further disciplinary action. The department shall not take disciplinary action against a child care program that makes a good faith administrative error or is not in compliance for the first time.

APPROVED by Governor March 26, 2025
EFFECTIVE January 1, 2026
NOTE: This act was passed without a safety clause.

S.B. 25-009 **Recognition of Tribal Court Orders** **Sponsors: Sens. Roberts; Danielson/Reps. Weinberg; Joseph**

Current law does not expressly allow for the state to recognize an arrest warrant issued by a Tribal court of a federally recognized Tribe (Tribal court). The act clarifies that a state court shall give full faith and credit to an arrest warrant issued by a Tribal court. Upon issuance of a Tribal court arrest warrant, a peace officer in the state may apprehend the person identified in the Tribal warrant if the peace officer verifies the validity of the warrant and confirms that the

warrant permits extradition. The act outlines the court process for extradition cases arising from a Tribal court arrest warrant.

Current law does not expressly allow for the recognition of a Tribal court behavioral health commitment order (commitment order). The act clarifies that a commitment order entered by a Tribal court that concerns a person under the Tribal court's jurisdiction is recognized to the same extent as a commitment order entered by a state court. A health-care provider may communicate with the officers of the Tribal court regarding a patient placed under the health-care provider's care pursuant to a commitment order to the same extent that the health-care provider may communicate with officers of the court pursuant to a commitment order entered by a state court. If a Tribal court issues an order rescinding the Tribal court's original commitment order, the state, county, or municipal law enforcement agencies; state courts; hospitals; behavioral health facilities; health-care providers; and others within the state responsible for providing services to the person subject to the commitment order shall recognize the order rescinding the Tribal court's original commitment order and release the person subject to the commitment order.

APPROVED by Governor May 5, 2025
EFFECTIVE May 5, 2025

S.B. 25-050 **Racial Classifications on Government Forms** **Sponsors: Sen. Jodeh/Rep. Zokaie**

The act requires a form issued by the state or a local government that requests that the individual completing the form disclose the individual's race or ethnicity to include, in addition to spaces for any other racial or ethnic categories required by the federal office of management and budget, a space to indicate if the individual's race or ethnicity is Middle Eastern, North African, or South Asian.

The state and local governments are exempt from the act's requirements if:

- The demographic data collected in the form is reported by the state or a local government to the federal government; and

The federal government rejects or will reject the demographic data reported by the state or a local government because it includes Middle Eastern, North African, or South Asian as a primary demographic category.

When exercising the exemption, the state and local governments shall include Middle Eastern, North African, or South Asian as a demographic subcategory of the nonspecific racial category on the form.

APPROVED by Governor May 12, 2025
EFFECTIVE September 1, 2026
NOTE: This act was passed without a safety clause.

S.B. 25-083 **Limitations on Restrictive Employment Agreements** **Sponsors: Sens. Daugherty; Frizell/Reps. Brown; Garcia Sander**

Under current law, there is an exemption from the general prohibition against covenants not to compete. The exemption allows for a covenant not to compete under specified conditions governing an individual who earns an amount of annualized cash compensation equivalent to or greater than the threshold amount for highly compensated workers. The act excludes from the highly compensated worker exemption a covenant not to compete that restricts the practice of medicine, the practice of advanced practice registered nursing, or the practice of dentistry in this state.

Under current law, there is also an exemption from the general prohibition against covenants not to solicit customers (nonsolicitation covenant) that allows for a nonsolicitation covenant governing an individual who earns an amount of annualized cash compensation equivalent to or greater than 60% of the threshold amount for highly compensated workers if the nonsolicitation covenant is no broader than reasonably necessary to protect the employer's legitimate interest in protecting trade secrets. The act also excludes from the highly compensated worker exemption for nonsolicitation covenants a covenant not to compete that restricts the practice of medicine, the practice of advanced practice registered nursing, or the practice of dentistry.

A covenant not to compete governing an individual who has a minority ownership share of a business and who received their ownership share in the business as equity compensation or otherwise in connection with services rendered is permissible if the covenant's duration in years does not exceed a number calculated by the total consideration received by the individual from the sale divided by the average annualized cash compensation received by the individual from the business, including income received on account of the individual's ownership interest during the preceding 2 years or during the period of time that the individual was affiliated with the business, whichever period of time is shorter.

The act prohibits a covenant that prevents or materially restricts a health-care provider from disclosing to a patient to whom the health-care provider was providing consultation or treatment before the health-care provider's departure from a medical or dental practice the following information:

- The health-care provider's continuing practice of medicine;
- The health-care provider's new professional contact information; or
- The patient's right to choose a health-care provider

APPROVED by Governor June 3, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

S.B. 25-085 **Health-Related Research Test Subjects** **Sponsors: Sens. Kipp; Carson/Reps. Rutinel; Paschal**

The act requires a facility that uses animals for health-related research (health-related research facility) to offer a dog or cat to an animal shelter or a pet animal rescue for the purpose of adoption before euthanizing the animal. If the health-related research facility has an internal adoption program, the facility may first offer the dog or cat for adoption through

the internal adoption program before offering the dog or cat to an animal shelter or a pet animal rescue.

A health-related research facility that acts in good faith to transfer or adopt out a dog or cat to an animal shelter or a pet animal rescue is immune from civil liability for acts or circumstances related to or resulting from the transfer or internal adoption of the dog or cat.

A health-related research facility must submit an annual report to the department of agriculture that includes the following information for the previous year:

- The total number of dogs and cats that the health-related research facility transferred to an animal shelter or a pet animal rescue for the purpose of adoption;
- The total number of dogs and cats that the health-related research facility adopted out through an internal adoption program; and
- The name and address of each animal shelter or pet animal rescue to which the health-related research facility transferred a dog or cat for the purpose of adoption.

APPROVED by Governor April 22, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

S.B. 25-146 **Fingerprint-Based Criminal History Record Checks** **Sponsors: Sens. Rich; Michaelson Jenet/Reps. Hartsook; Lukens**

The act allows regulators of the following professions and occupations to require an applicant for a license, certification, or registration to submit to a fingerprint-based criminal history record check (fingerprint-based record check):

- Audiologists;
- Certified midwives;
- Cremationists;
- Dental hygienists;
- Dentists;
- Embalmers;
- Funeral directors;
- Licensed professional counselors;
- Mortuary science practitioners;
- Natural reductionists;
- Occupational therapists;
- Occupational therapy assistants;
- Physician assistants;
- Social workers; and
- Speech-language pathologists.

An applicant submitting to a fingerprint-based record check must pay the costs associated with the fingerprint-based record check.

If an applicant's fingerprint-based record check reveals a record of arrest without a disposition, the applicant must submit to a name-based judicial record check.

A local government entity is authorized to perform a fingerprint-based record check when an ordinance or resolution requires an individual to submit to a fingerprint-based record check.

The act also clarifies who is eligible to submit to, who is eligible to receive records from, and the type of records an entity may receive from a fingerprint-based record check and aligns state law with federal bureau of investigation requirements.

APPROVED by Governor June 2, 2025
EFFECTIVE June 2, 2025

S.B. 25-161 **Transit Reform** **Sponsors: Sen. Winter; Jodeh/Reps. Lindstedt; Froelich**

The act makes the following changes for the purpose of improving the performance of the regional transportation district (RTD):

- Authorizes RTD to enter into a service partnership agreement with a local government, institution of higher education, business or housing entity, or special district to expand services within RTD's service territory or beyond the boundaries of RTD as authorized by law;
- Requires RTD, in discharging its responsibilities, to:
    - Align with statewide greenhouse gas reduction targets, "Transportation Vision 2035" goals, and mode choice targets;
    - Create worker retention goals;
    - Adhere to the requirements of "General Directive 24-1: Required Actions Regarding Assaults on Transit Workers", issued on September 25, 2024, by the federal transit administration of the United States department of transportation; and
    - Develop performance measures to evaluate its progress in aligning with state climate goals and achieving its worker retention goals;
- Requires RTD to report to the transportation legislation review committee (TLRC) on or before December 15, 2025, on RTD's 5-year financial forecast, debt capacity, and use of agency reserve accounts;
- Requires RTD, in coordination with the department of transportation, the Denver regional council of governments, and local governments within RTD's service territory, to create a 10-year strategic plan no later than September 30, 2026, and a comprehensive operational analysis no less frequently than every 5 years beginning on April 10, 2026, and to report quarterly to the RTD board of directors regarding the plan and analysis. RTD is also required to annually report to the TLRC on its progress in delivering the projects identified in the 10-year strategic plan and the comprehensive operational analysis.
- Requires RTD, in conjunction with the creation of its 10-year strategic plan, to study or contract with a third party to study and identify opportunities to increase funding to achieve the goals, measures, and targets identified in the 10-year strategic plan;
- Requires RTD to create, maintain, and publish on its website information and dashboards related to capital projects, ridership and service information, planned service changes, workforce statistics, and transit safety;
- Requires RTD to update its service policies and standards, its equitable transit-oriented development policy, and its service buy-up policy, to create specific

communication protocols, and to implement parking and transportation demand management strategies and policies;
- Requires RTD to report to the governor, general assembly, the TLRC, and the RTD board by December 2025 on its work to achieve the transportation expansion routes identified in the transportation expansion plan, including the north lines. If RTD has not completed and begun service by January 1, 2029, on the fixed guideway mass transit system proposed in the transportation expansion plan, RTD is required to report to the governor and the transportation committees of the general assembly every 6 months until service begins.
- Requires RTD to periodically notify the Denver regional council of governments and the department of local affairs of any known infrastructure gaps that exist within a transit center of a transit-oriented community within RTD's service territory;
- Requires RTD to modernize, advertise, and conduct outreach about its EcoPass programs and to report to the transportation committees of the general assembly about its efforts;
- Clarifies the powers and duties of the RTD board of directors; and
- Prohibits write-in candidates for the RTD board of directors.

The act also requires other entities to analyze opportunities for the improvement of transit services by:
- Requiring certain residential and mixed-use developments to survey their residents about their interest in having the development provide annual pre-paid RTD transit passes via the EcoPass program, if the development does not already provide bulk-purchased EcoPasses. If a majority of residents express interest in bulk-purchased EcoPasses, the development is required to enroll in the EcoPass program for its residents.
- Requiring the transportation commission, on or before March 31, 2026, to develop and publish best practices and technical assistance materials concerning the creation of regional transportation authorities to increase funding for transit and to provide additional transit services within the state; and
- Creating an RTD accountability committee within the Colorado energy office that consists of 15 appointed members, including 14 voting members and one ex officio nonvoting member, whose work is intended to build upon the work of the previous RTD accountability committee created in 2020. On or before January 30, 2026, the committee is required to provide recommendations to the transportation committees of the general assembly concerning:
    - The governance structure and compensation of the RTD board and executive leadership;
    - Paratransit services within RTD;
    - The representation of local governments and state agencies within RTD; and
    - RTD's labor and workforce standards and workforce retention.

The act also makes changes to the information that an eligible entity is required to provide to the clean transit enterprise after being awarded money from the local transit operations cash fund.

For the 2025-26 state fiscal year, $146,720 is appropriated from the general fund to the office of the governor for use by the Colorado energy office for program administration.

APPROVED by Governor May 13, 2025
EFFECTIVE May 13, 2025

S.B. 25-200 **Dyslexia Screening and READ Act Requirements** **Sponsors: Sens. Kolker; Mullica/Reps. Hamrick; Soper**

The act clarifies when a teacher may conclude that an early elementary school student has a significant reading deficiency requiring remediation through a specialized approach to instruction (READ plan) based on a body of evidence that includes information in addition to the student's scores on a reading assessment.

Current law requires certain parental communications in connection with a student's READ plan. The act requires the addition of specific information regarding characteristics of dyslexia, if applicable, to the parental communications.

Beginning no later than the 2027-28 school year, a local education provider must either develop its own screening process for identifying early elementary school students with characteristics of dyslexia or implement a universal dyslexia screener that conforms to certain new requirements. A local education provider that implements a screener may include the screener in an interim reading assessment or administer the screener separately from the interim assessment. Either way, the screener must accurately and reliably identify students at risk of reading difficulties. If an interim reading assessment includes a screener, the assessment must meet standards for validity and reliability, encourage data-driven instructional decision making, and promote efficient administration and effective follow-up.

APPROVED by Governor May 23, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

S.B. 25-276 **Protect Civil Rights Immigration Status** **Sponsors: Sens. Gonzales; Weissman/Reps. Velasco; Garcia**

Under current law, a person who does not have lawful immigration status must submit an affidavit stating that they have either applied for lawful presence or will apply for lawful presence as soon as they are eligible when the person is applying for:

- In-state student tuition classification; or
- An identification document pursuant to the "Colorado Road and Community Safety Act".

The act repeals these affidavit requirements.

Under current law, a jail custodian is generally required to release a defendant within 6 hours after the defendant has been granted a personal recognizance bond or is prepared to post bond. The act prohibits the jail custodian from delaying a defendant's release for the purpose of an immigration enforcement operation.

Under current law, a criminal defendant may petition a court to vacate a guilty plea to a class 1 or class 2 misdemeanor or a municipal offense if the criminal defendant alleges that:

- They were not adequately advised by defense counsel of adverse immigration consequences of a guilty plea;
- They did not knowingly, intelligently, or voluntarily waive the right to counsel because they were not advised that the right to counsel includes the right to be advised regarding immigration consequences of a guilty plea; or
- The guilty plea was constitutionally infirm.

The act extends the ability to petition a court to vacate a guilty plea to class 3 misdemeanors as classified at the time of the plea, traffic misdemeanors, and petty offenses.

Under current law, state agencies and state agencies' employees are:
- Required to comply with provisions that limit the disclosure, collection, and access to a person's personal identifying information;
- Required to annually report certain information concerning requests made for a person's personal identifying information; and
- Subject to a civil penalty for an intentional violation of the requirements.

The act extends these requirements concerning a person's personal identifying information to political subdivisions and their employees, and repeals the annual reporting requirements concerning requests made for a person's personal identifying information.

The act creates minimum requirements for a public child care center, public school, local education provider, public institution of higher education, public health-care facility, or publicly supported library concerning information collection and access to its information, facilities, or property, and creates a civil penalty for an intentional violation of certain requirements.

Under current law, a peace officer who is employed by the Colorado state patrol, a municipal police department, a town marshal's office, or a county sheriff's office is prohibited from arresting or detaining an individual on the basis of a civil immigration detainer request. The act extends the prohibition to a peace officer designated by the state as a peace officer.

Under current law, a probation officer or probation department employee is prohibited from providing personal information about an individual to federal immigration authorities. The act extends this prohibition to a pretrial officer or pretrial services office employee.

The act prohibits a military force from another state from entering the state without the governor's permission, unless the military force from another state is acting on federal orders and acting as a part of the United States armed forces.

The act adds and amends definitions concerning "precise geolocation data" within the "Colorado Privacy Act".
The act prohibits a controller from selling a consumer's sensitive data without obtaining consent.

Under current law, a person is not subject to civil arrest while the person is present at a courthouse or on its environs, or while going to, attending, or coming from a court

proceeding. The act extends this to while a person is receiving treatment in a related facility, which is a facility where programs and services are provided in relation to a court proceeding.

For the 2025-26 state fiscal year, the act decreases an appropriation made in the long bill of:

- $54,900 from the general fund to the department of labor and employment; and
- $3,393 from the general fund to the department of personnel.

APPROVED by Governor May 23, 2025
EFFECTIVE May 23, 2025

H.B. 25-1030 **Accessibility Standards in Building Codes** **Sponsors: Reps. Joseph; Stewart, R./Sens. Cutter; Winter**

The act requires a board of county commissioners, a governing body of a municipality, or a regional building department operating through an intergovernmental agreement with a board of county commissioners or governing body of a municipality that adopts or substantially amends a building code or updates a building code with a succeeding version of the international building code to ensure that the building code meets or exceeds the accessibility standards in the International Building Code, and the adopted accessibility standards cannot provide less protection than what is required by the federal "Americans with Disabilities Act of 1990". However, this requirement does not apply when energy-efficient building codes are adopted, nor does it apply to one- and 2-family dwellings and townhomes that comply with either the International Residential Code or a local building code whose accessibility standards are equivalent to the standards in the International Residential Code.

The act requires the division of fire prevention and control within the department of public safety to ensure that, when certain building codes pertaining to public school and health facilities are substantially amended, the codes meet or exceed accessibility standards in the International Building Code.

The act also requires the state housing board to ensure that, when the uniform construction and maintenance standards for hotels, motels, and multiple dwellings in jurisdictions with no local building code are substantially amended, the standards meet or exceed the accessibility standards in the International Building Code. The act also requires the state housing board to ensure that, when the recommendations for uniform housing standards and building codes to the general assembly and local governments are substantially amended, the codes meet or exceed the accessibility standards in the International Building Code.

APPROVED by Governor March 11, 2025
EFFECTIVE January 1, 2026
NOTE: This act was passed without a safety clause.

H.B. 25-1031 **Law Enforcement Whistleblower Protection** **Sponsors: Reps. Bacon; Clifford/Sens. Roberts; Pelton, B.**

The act creates a civil cause of action for a peace officer if the peace officer reports or discloses conduct that is in violation of, or the peace officer reasonably believes is in violation of, any law or policy and the report or disclosure is a contributing factor in the employer of the

peace officer's decision to take adverse employment action against the peace officer. A peace officer may seek the following damages:

- Reinstatement;
- Back pay with interest;
- Any other equitable relief the court deems appropriate;
- Compensatory damages for other pecuniary losses, emotional pain and suffering, inconvenience, mental anguish, loss of enjoyment of life, and other nonpecuniary losses; and
- Reasonable attorney fees and costs.

The act creates an affirmative defense to the action if the peace officer's employer would have taken the action that forms the basis of the suit against the peace officer based on a legitimate nonretaliatory basis. The action is not subject to the "Colorado Governmental Immunity Act". The statute of limitations to bring the action is 2 years.

The act does not apply to an employee who provides false information or who does not follow internal reporting and administrative procedures related to whistleblower conduct. All law enforcement agencies shall provide training to employees or a workplace posting, or both, regarding the requirements of the act.

APPROVED by Governor June 3, 2025
EFFECTIVE June 3, 2025

H.B. 25-1087	**Confidentiality Requirements Mental Health Support**	**Sponsors: Reps. Armagost; Bird/Sens. Pelton, R., Michaelson Jenet**

The act prohibits a peer support team member from disclosing, without the consent of the recipient of peer support (recipient), the confidential communications made by the recipient during a peer support interaction, with specified exceptions. With respect to an exception for which disclosure is permissible, a peer support team member who discloses or does not disclose a communication with a recipient is not liable for damages in a civil action for disclosing or not disclosing the communication.

The act expands an exception allowing specified mental health professionals to disclose confidential information when a recipient makes a threat against an individual or themself or makes a threat that, if carried out, would result in harm to an individual or themself. In addition, a peer support team member is exempted from the prohibition on disclosure established by the act if:

- The peer support team member was a witness or a party to the incident that prompted the delivery of peer support services;
- A recipient admits to committing a crime or provides information pertaining to the recipient or another individual that is indicative of criminal conduct;
- Criteria related to an individual's participation as a witness in a court proceeding are met; or
- A recipient makes a threat involving damage or destruction of private or public property.

APPROVED by Governor May 31, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

H.B. 25-1090 **Protections Against Deceptive Pricing Practices** **Sponsors: Reps. Sirota; Ricks/Sens. Weissman, Cutter**

The act:

- Prohibits a person from offering, displaying, or advertising pricing information for a good, service, or property unless the person clearly and conspicuously discloses the maximum total (total price) of all amounts that a person may pay for the good, service, or property, not including a government charge or shipping charge unless voluntarily included (total price disclosure requirement);
- Prohibits a person from misrepresenting the nature and purpose of pricing information for a good, service, or property;
- Requires a person to clearly and conspicuously disclose the nature and purpose of pricing information for a good, service, or property that is not part of the total price; and
- Prohibits a landlord from requiring a tenant to pay certain fees, charges, or amounts or including in a written rental agreement a provision that requires the tenant to pay a fee, charge, or amount that is prohibited by the act.

A person complies with the disclosure requirements if the person does not use deceptive, unfair, and unconscionable acts or practices related to the pricing of goods, services, or property and if the person:

- Is a food and beverage service establishment that includes a disclosure in the total price for a good or service the amount of any mandatory service charge and how the mandatory service charge is distributed;
- Can demonstrate that the total price of services the person offers is indeterminate at the time of the offer and clearly and conspicuously discloses the factors that determine the total price, any mandatory fees associated with the transaction, and that the total price may vary;
- Can demonstrate that the person is governed by and compliant with applicable federal law, rule, or regulation regarding pricing transparency for the particular transaction at issue;
- Can demonstrate that any fees, costs, or amounts in addition to the total price are associated with real estate settlement services and are not broker commissions or fees;
- Can demonstrate that the person is providing broadband internet access service or is a cable operator or broadcast satellite provider and is compliant with specified federal law; or
- Is a delivery network company that clearly and conspicuously discloses that an additional flat fee, variable fee, or percentage fee is charged, any mandatory fees associated with the transaction, and that the total price for the services may vary and complies with other requirements related to disclosure of the additional fee.

A landlord or landlord's agent is not required to include, in the required disclosure, the actual amount charged for utility services provided to a tenant's dwelling unit. Additionally, a person is exempt from the act if the person is governed by federal law that preempts state law.

A violation of the act constitutes a deceptive, unfair, and unconscionable act or practice and is subject to penalties under the "Colorado Consumer Protection Act". In addition to any other remedies available by law or in equity, in a dispute regarding property, a person aggrieved by a violation may send a written demand to the alleged violator:

- For reimbursement of any fee, charge, or amount unlawfully imposed and for any actual damages suffered; or
- To notify the alleged violator of their refusal to pay a prohibited fee, charge, or amount unlawfully imposed.

If an alleged violator declines to make full legal tender of all fees, charges, amounts, or damages demanded or refuses to cease charging the aggrieved person within 14 days after receiving the written demand, the person is liable for actual damages plus 18% interest, compounded annually.

The attorney general may adopt rules to implement the act.

APPROVED by Governor April 21, 2025
EFFECTIVE January 1, 2026
NOTE: This act was passed without a safety clause.

H.B. 25-1130 **Labor Requirements for Government Construction Projects** **Sponsors: Reps. Carter; Duran/Sens. Danielson; Kolker**

The act authorizes an agency of government to incorporate a project labor agreement requirement for a public project in the amount of $1 million or more if the project labor agreement will promote successful project delivery by securing a skilled labor force for the project and if it will promote cost-efficiency, safety, quality, and timely completion of the project.

APPROVED by Governor June 3, 2025
EFFECTIVE July 1, 2027
NOTE: This act was passed without a safety clause.

H.B. 25-1192 **Financial Literacy Graduation Requirement** **Sponsors: Reps. Hartsook; Bacon/Sens. Bridges; Frizell**

Beginning with the 2027-28 school year, the act requires each individual career and academic plan (ICAP) to include a requirement that, during the student's graduation year, the student has exposure to federal financial aid eligibility tools and net price calculators and practices filling out a free application for federal student aid or the Colorado application for state financial aid, unless the student or student's parent or legal guardian affirmatively declines to practice filling out the application or authorized school personnel determines it is not feasible for the student to practice filling out an application.

The act requires each school district board of education to incorporate all the financial literacy standards into a course that is required for high school graduation. The act authorizes the department of education (department) to seek, accept, and expend gifts, grants, or donations for the purpose of supporting educators in implementing a financial literacy course.

For the 2025-26 state fiscal year, the act appropriates $210,389 to the department for distribution to school districts to support implementation of a financial literacy course and the ICAP requirement. The act requires the department to distribute money to school districts that do not currently offer a course based on a formula determined by the department, which may include determining eligibility based on attestations from school districts.

For the 2025-26 state fiscal year, the act appropriates $9,611 to the department of higher education for use by the Colorado commission on higher education and higher education special purpose programs for administration.

APPROVED by Governor May 23, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

H.B. 25-1269 **Building Decarbonization Measures** **Sponsors: Reps. Willford; Valdez/Sens. Ball; Kipp**

The act updates energy use benchmarking and performance standard requirements for owners of certain buildings (covered building owners), including:

- A requirement to meet 2040 performance standards, as adopted by the air quality control commission (commission), in consultation with the Colorado energy office (office) and in consideration of recommendations made by a task force convened by the office;
- Authorizing an alternative compliance mechanism for covered building owners to comply with certain performance standards; and
- Updating civil penalties owed for a violation of the benchmarking requirements to an amount up to $577 for a first violation and up to $2,300 for each subsequent violation and, on and after January 1, 2030, updating civil penalties owed for a violation of the performance standard requirements to an amount up to $2,300 for every 30 days that the covered building owner is in violation and up to $5,800 for every 30 days for a subsequent violation. The commission shall adopt rules to annually adjust the penalty amounts for inflation. The act also creates a building decarbonization enterprise (enterprise) to provide financial assistance, technical assistance, and other programmatic assistance to covered building owners to effectively and efficiently implement building decarbonization measures, including energy efficiency measures, electrification measures, energy upgrades, and participation in utility on-bill repayment programs. The enterprise is authorized to impose and collect from covered building owners an annual building decarbonization fee to cover the enterprise's costs in providing the financial, technical, and programmatic assistance. The fees are credited to the building decarbonization enterprise cash fund (cash fund) for use by the enterprise to implement the act. The act clarifies that a local government is not required to adopt an energy code solely as a result of having adopted a wildfire resiliency code. For state fiscal year 2025-26, $3 million is appropriated from the cash fund to the office of the governor for use by the office for the enterprise's implementation of the act.

APPROVED by Governor May 20, 2025
EFFECTIVE May 20, 2025

H.B. 25-1289	**Metropolitan District Leases & Property Tax Exemptions**	**Sponsors: Reps. Zokaie; Richardson/Sens. Weissman; Frizell**

The act requires a metropolitan district that is a party to a lease or rental agreement that was effective as of January 1, 2025, or later and was filed with the county assessor's office in support of a claim for a property tax exemption based on the use of the property for purposes of the metropolitan district to file with the county assessor's office a statement (statement) describing:

- The metropolitan district's use of the leased property;
- The metropolitan district's authority to use the leased property for the metropolitan district's purposes;
- Any use of the leased property by a private person for private purposes; and
- Any disclosure filed by a member of the board of directors of the metropolitan district in accordance with certain laws that govern disclosures of conflicts of interest.

If the statement includes a disclosure that relates to the leased property and is filed by a member of the board of directors of the metropolitan district in accordance with certain laws that govern disclosures of conflicts of interest, the county assessor shall, within 14 days of receipt of the statement, submit the statement to the metropolitan district's governing body.

Within 63 days of receipt of the statement, the governing body shall issue a written decision including findings of fact and a conclusion as to whether the leased property is used for a public purpose. If the governing body concludes that the leased property is not used for a public purpose, the leased property is not exempt from taxation, and the county assessor shall implement the governing body's decision. The decision of the governing body is not subject to appeal and does not give rise to any private right of action.

The act clarifies that a leasehold interest in real or personal property that is owned by a private person and that has been leased to the state or a political subdivision of the state, the use and possession of which has been leased back to a private person for private purposes, is taxable to the owner.

APPROVED by Governor June 3, 2025
EFFECTIVE August 6, 2025
NOTE: This act was passed without a safety clause and takes effect 90 days after sine die.

H.B. 25-1300	**Workers' Compensation Benefits Proof of Entitlement**	**Sponsors: Rep. Willford/Sen. Kipp**

The act requires an employer or the employer's insurer to use the division of workers' compensation's (division) utilization standards when responding to a request for authorization from a treating physician, and, if they do not, the director of the division may deem the services as authorized, reasonable, and necessary and require payment for the services by the employer or the employer's insurer.

The act provides injured workers control over the selection of their primary treating physician in workers' compensation cases, allowing them to choose from any level I or level II

accredited physician through the division subject to geographic limitations. The act creates the mechanism by which an injured worker may select the treating physician and requires the employer or insurer to choose the physician when an injured worker is unable or unwilling to select the treating physician.

APPROVED by Governor June 4, 2025
EFFECTIVE January 1, 2028
NOTE: This act was passed without a safety clause.

H.B. 25-1312 **Legal Protections for Transgender Individuals** **Sponsors: Reps. Garcia; Stewart R./Sens. Winter; Kolker**

Section 1 of the act specifies that the short title of the Act is the "Kelly Loving Act".

Sections 2 through 5 provide that, if at any point following the issuance of a license to marry or a civil union license, a party to the marriage or civil union presents the issuing county clerk and recorder with appropriate documentation of that party's name change and requests the issuance of a new license to marry or civil union license, the county clerk shall issue a new license to marry or civil union license that reflects the party's name change. After a new license to marry or civil union license is issued, the effective date of the marriage or civil union remains the date listed on the original license to marry or civil union license.

Section 6 provides that, if a local education provider, an educator, or a contractor chooses to enact or enforce a policy related to names, that policy must be inclusive of all reasons that a student might adopt a name that differs from the student's legal name.

Section 7 requires a dress code adopted by a school district board of education or by an institute charter school board for a charter school authorized by the charter school institute must allow each student to choose from any of the options provided in the dress code policy. Section 8 defines the term "chosen name" for purposes of the "Colorado Anti-discrimination Act" as a name that an individual requests to be known as in connection to the individual's disability, race, creed, color, religion, sex, sexual orientation, gender identity, gender expression, marital status, familial status, national origin, or ancestry, so long as the name does not contain offensive language and the individual is not requesting the name for frivolous purposes. Section 8 also includes "chosen name and how the individual chooses to be expressed" as forms of gender expression for purposes of the "Colorado Anti-discrimination Act."

Section 10 repeals a provision of law that limited the state registrar to amending a gender designation for an individual's birth certificate only 1 time upon the individual's request without the submission of a court order. Sections 11, 12 and 13 change the number of times that the department of revenue may amend a sex designation on an individual's driver's license, identification card, or identification document upon the individual's request from 1 to 3.

APPROVED by Governor May 16, 2025
PORTIONS EFFECTIVE May 16, 2025
PORTIONS EFFECTIVE October 1, 2026