

HOUSE COMMITTEE OF REFERENCE AMENDMENT

Committee on Business Affairs & Labor.

HB25-1130 be amended as follows:

1 Amend printed bill, strike everything below the enacting clause and
2 substitute:

3 **"SECTION 1.** In Colorado Revised Statutes, **add** 24-92-115.5 as
4 follows:

5 **24-92-115.5. Public projects - use of project labor agreements**

6 **- definitions.** (1) AS USED IN THIS SECTION, UNLESS THE CONTEXT
7 OTHERWISE REQUIRES:

8 (a) "AGENCY OF GOVERNMENT" HAS THE MEANING SET FORTH IN
9 SECTION 24-92-201 (1).

10 (b) "CRAFT LABOR" MEANS EMPLOYEES WHO ARE ENGAGED IN THE
11 CONSTRUCTION OF A PUBLIC PROJECT, INCLUDING ALL TRADES, CRAFTS,
12 AND OCCUPATIONS THAT ARE PAID HOURLY.

13 (c) "LEAD CONTRACTOR" MEANS A GENERAL CONTRACTOR,
14 CONSTRUCTION MANAGER, DEVELOPER, DESIGN BUILDER, OR OTHER PARTY
15 THAT IS PRIMARILY RESPONSIBLE TO AN AGENCY OF GOVERNMENT FOR
16 PERFORMING CONSTRUCTION UNDER A CONTRACT FOR A PUBLIC PROJECT.

17 (d) "PROJECT LABOR AGREEMENT" MEANS A PREHIRE COLLECTIVE
18 BARGAINING AGREEMENT BETWEEN A LEAD CONTRACTOR FOR A PUBLIC
19 PROJECT OF AN AGENCY OF GOVERNMENT AND CONSTRUCTION LABOR
20 ORGANIZATIONS, INCLUDING BUT NOT LIMITED TO THE COLORADO
21 BUILDING AND CONSTRUCTION TRADES COUNCIL AND ITS AFFILIATES OR A
22 GROUP OF LABOR UNIONS COVERING THE AFFECTED TRADES NECESSARY
23 TO PERFORM WORK ON THE PUBLIC PROJECT, THAT ESTABLISHES THE
24 TERMS AND CONDITIONS OF EMPLOYMENT OF THE CONSTRUCTION
25 WORKFORCE ON THE PUBLIC PROJECT. A PROJECT LABOR AGREEMENT
26 MUST INCLUDE PROVISIONS THAT:

27 (I) SET FORTH EFFECTIVE, IMMEDIATE, AND MUTUALLY BINDING
28 PROCEDURES FOR RESOLVING JURISDICTIONAL LABOR DISPUTES AND
29 GRIEVANCES ARISING BEFORE THE COMPLETION OF WORK;

30 (II) CONTAIN GUARANTEES AGAINST STRIKES, LOCKOUTS, OR
31 SIMILAR ACTIONS;

32 (III) ENSURE A RELIABLE SOURCE OF TRAINED, SKILLED, AND
33 EXPERIENCED CRAFT LABOR;

34 (IV) FURTHER PUBLIC POLICY OBJECTIVES REGARDING IMPROVED
35 EMPLOYMENT OPPORTUNITIES FOR MINORITIES, WOMEN, OR OTHER
36 ECONOMICALLY DISADVANTAGED POPULATIONS IN THE CONSTRUCTION
37 INDUSTRY, INCLUDING PERSONS FROM DISPROPORTIONATELY IMPACTED
38 COMMUNITIES, TO THE EXTENT PERMITTED BY STATE AND FEDERAL LAW;

39 (V) PERMIT THE SELECTION OF THE LOWEST QUALIFIED
40 RESPONSIBLE BIDDER OR LOWEST QUALIFIED RESPONSIBLE OFFEROR

1 WITHOUT REGARD TO UNION OR NON-UNION STATUS AT OTHER
2 CONSTRUCTION SITES;

3 (VI) BIND ALL CONTRACTORS AND SUBCONTRACTORS ON THE
4 PUBLIC PROJECT TO THE PROJECT LABOR AGREEMENT THROUGH THE
5 INCLUSION OF APPROPRIATE BID SPECIFICATIONS IN ALL RELEVANT
6 CONTRACT DOCUMENTS; AND

7 (VII) INCLUDE OTHER TERMS AS THE PARTIES DEEM APPROPRIATE.

8 (e) "PUBLIC PROJECT" HAS THE MEANING SET FORTH IN SECTION
9 24-92-201 (5).

10 (2) AN AGENCY OF GOVERNMENT IS AUTHORIZED TO INCORPORATE
11 A PROJECT LABOR AGREEMENT REQUIREMENT FOR A PUBLIC PROJECT IN
12 THE AMOUNT OF ONE MILLION DOLLARS OR MORE IF THE PROJECT LABOR
13 AGREEMENT WILL PROMOTE SUCCESSFUL PROJECT DELIVERY BY SECURING
14 A SKILLED LABOR FORCE FOR THE PROJECT AND IF IT WILL PROMOTE COST
15 EFFICIENCY, SAFETY, QUALITY, AND TIMELY COMPLETION OF THE PROJECT.
16 THE DETERMINATION TO ENTER INTO A PROJECT LABOR AGREEMENT IS AT
17 THE DISCRETION OF THE AGENCY OF GOVERNMENT.

18 **SECTION 2.** In Colorado Revised Statutes, 24-92-115, amend
19 (1)(a) introductory portion as follows:

20 **24-92-115. Apprenticeship utilization requirements -**
21 **mechanical, electrical, and plumbing contracts - public projects -**
22 **definition.** (1) (a) Unless prohibited by applicable federal law, and
23 except as otherwise provided in subsection (1)(b) of this section, the
24 contract for any public works project that does not receive federal money,
25 including a public project that will have an integrated project delivery
26 contract pursuant to article 93 of this title 24, in the amount of one million
27 dollars or more shall require the general contractor or other firm to which
28 the contract is awarded to submit, at the time the mechanical, electrical,
29 or plumbing subcontractor is put under contract, documentation to the
30 agency of government that:

31 **SECTION 3. Act subject to petition - effective date.** This act
32 takes effect July 1, 2027; except that, if a referendum petition is filed
33 pursuant to section 1 (3) of article V of the state constitution against this
34 act or an item, section, or part of this act within the ninety-day period
35 after final adjournment of the general assembly, then the act, item,
36 section, or part will not take effect unless approved by the people at the
37 general election to be held in November 2026 and, in such case, will take
38 effect July 1, 2027, or on the date of the official declaration of the vote
39 thereon by the governor, whichever is later.".

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