

Joint Member Lunch June 10, 2025

Thank you for joining us!

We'll start promptly at Noon.

2025 Legislation Impacts to Your Business

*A conversation with our lobbyist team, **Emma Hudson** and **Dieter Raemdonck**, for a timely virtual briefing on the major outcomes of Colorado's 2025 legislative session.*



**COLORADO
SUBCONTRACTORS
COALITION**



CRA Members: To earn your CIU's you must sign in and/or stay on the webinar the full time. Thank you!

Webinar Courtesies:



- ★ Thank you to our virtual attendees for being on-time.
- ★ Participant videos are turned off and all attendees are muted.
- ★ **Please participate through use the Q&A and Chat functions for your questions.**
- ★ If you are participating as a group in a team setting, please take a quick photo and email Debbie a list of all participants, including their first and last names.
- ★ Final note, **in order to earn CIU credit**, you will be required to answer a final poll question at the end of today's presentation.

CRA
COLORADO
ROOFING ASSOCIATION

ABC Supply Co. Inc.

ACADEMY ROOFING INC.

Advanced Roofing Technologies

AMERICAN ROOFING SUPPLY

Beacon

BLACK ROOFING
EXCELLENCE SINCE 1973

CertainTeed
SANT-GOBAIN

FLATIRON STEEL

FORMULA
ROOFING & REMODELING

FRONT RANGE
ROOFING SYSTEMS LLC

GAF

JB & CO
EST. 1986

JR & CO
EST. 1986

Johnson's Manville

Malarkey Roofing Products

MOODY INSURANCE AGENCY

OWENS CORNING

PINNACOL
WORKERS' COMP INSURANCE

PRECISE ROOFING

PROGRESSIVE ROOFING

ROBINSON & HENRY, P.C.
Attorneys at Law

Solar One

SUPERROOFS
In My Home Contracting

Sun Roofing

14ER EXTERIORS
CALIBS
CLEASBY
F-WAVE
POLYGLASS
BTP ROOFING CO.
SCHMITZ AND COMPANY
Sheffield Metals International

2025 Legislative Session in Review

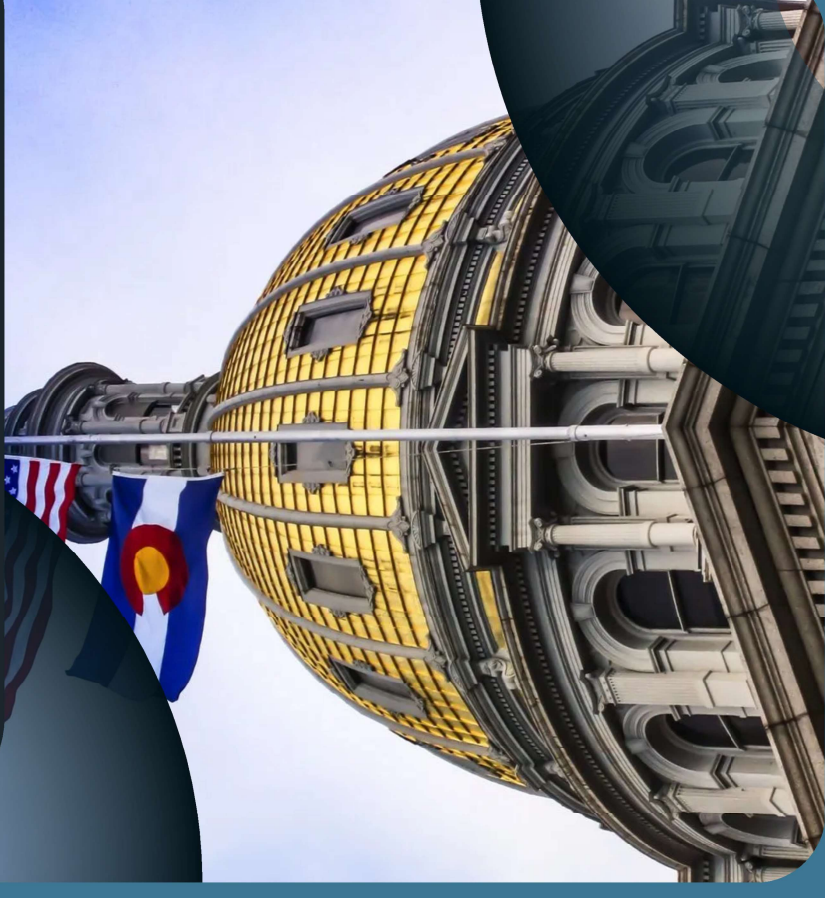
Themes, Key Construction Bills, & Looking Ahead

PRESENTED TO

Colorado Subcontractors
Coalition

PRESENTED BY

Emma Hudson &
Dieter Raemdonck



How a bill becomes law

Introduced in 1st Chamber

Bill moves through the committee process and then gets two votes on the floor

Introduced in 2nd Chamber

Committee process is repeated and the bill gets two additional votes on the floor

Reconcile any differences

If altered in the second chamber, the bill either goes back to the first chamber to be approved or a committee is appointed to reconcile

Governor Action

Governor can sign or veto the bill, or the bill will become law without signature after 30 days

2025 Colorado Legislature

SENATE - 35 LEGISLATORS

23 Democrats
12 Republicans

HOUSE - 65 LEGISLATORS

43 Democrats
22 Republicans

GOVERNOR POLIS

Moderate democrat



Know your Legislators

Leg.Colorado.gov

- Find My Legislator
- Look for not only your home but also your business
- Click on their name and learn what committees they are on while you're there



First Regular Session | 75th General Assembly
Colorado General Assembly



Find My Legislator

This application allows you to find your state Senator and Representative in the Colorado State Legislature. To use the search, enter your address information in the search bar located on the left side of the screen and click the search button. You may also click anywhere on the map to bring up legislative member information for that area.

Disclaimer: While every attempt has been made to ensure the accuracy of this public service, the Colorado Legislative Council makes no warranties or representations regarding its accuracy or completeness, and each user of this product understands that LCS disclaims any liability or any damages with its use.

Search Options:

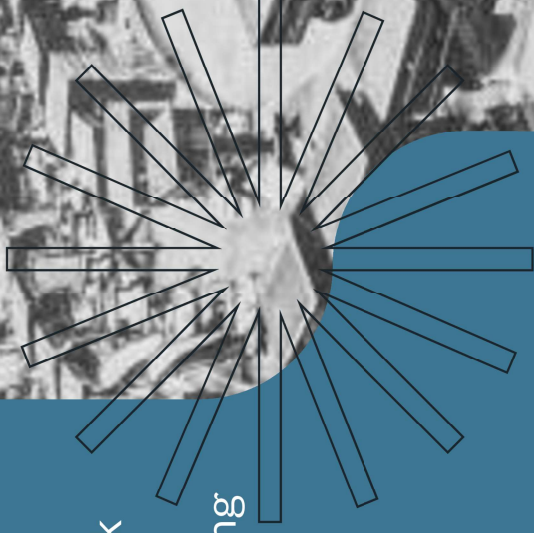
- Street Address.
- Representative by District Number or Last Name.
- Senator by District Number or Last Name.



Reminder...

2025 Legislature:

- Last election had a moderating impact on the CO state legislature
- STILL, Democrats control all three branches
- BUT, Moderates lead much of the work
- Polis nearing the end of his tenure
- National dialogue playing into everything



Key Themes

STATE BUDGET CHALLENGES

Walking into Session with a \$1.2 billion deficit

PUSHBACK ON THE GOVERNOR

Lawmakers increasingly challenged the Gov on critical issues (social media, uber/lyft, labor, local control, etc)

TRUMP INNOCULATION

Many bills presented to protect the state from anticipated federal changes



GUESSING GAME...

HOW MANY BILLS WERE INTRODUCED THIS
SESSION?

1. 505
2. 952
3. 733
4. 827



SB25-005 Collective Bargaining

Rodriguez/Danielson & Mabrey/Bacon

Under current law, employees may unionize with a simple majority vote but must conduct a second vote with 75 percent approval to negotiate a union security agreement clause in the collective bargaining process. The bill would have eliminated the requirement for a second election.

Passed, VETOED by Governor, likely ballot measures to come





SB25-185 Claims Against Const Prof

Rodriguez/B. Pelton & Bacon/Soper

The bill would have clarified that construction professionals owe an independent duty of care to original or subsequent purchasers of a home. In other words, this bill would have allowed purchasers to sue subcontractors for negligence (rather than reliance on contractual liability flowing through the developer).

Died on House calendar.



HB25-1302

Homeowners Insurance Enterprises

Brown/McCluskie & Amabile/Snyder

As introduced, this bill would have created two enterprise funds to provide grants for upgrading roofs and making homes more resilient to winds, fire, and hail, allow for catastrophe bonds for wildfire damage, and implement a loss ratio for homeowner's insurance. After significant insurance industry pushback the bill was amended to leave just the enterprises. Importantly, we pushed for an amendment to require roof improvements be made by members of CRA or an equivalent organization. That amendment was added in the House.

Died in Senate Finance Committee

Guessing game...

WHICH OF THE FOLLOWING BIZARRE ANIMAL-RELATED BILLS WAS *NOT INTRODUCED* THIS SESSION?

1. PROHIBIT THE SALE AND MANUFACTURING OF INSECT PRODUCTS FOR HUMAN CONSUMPTION, SUCH AS CRICKETS.
2. PROHIBIT INDIVIDUALS FROM CYCLING WITH DOGS OR CATS DUE TO POTENTIAL INJURY.
3. BAN THE KILLING OF BISON UNLESS THEY ARE LIVESTOCK.
4. PROVIDE MONEY TO ORGANIZATIONS THAT STERILIZE AND VACCINATE COMMUNITY, FREE-ROAMING CATS.





HB25-1001 Wage Hour Laws

Duran/Froelich & Danielson/Kolker

This bill is an expansion of a “wage theft” bill from the 2024 session that was vetoed by the Governor. As introduced, the bill changed the definition of employer as it related to liability for wage theft, and introduced several new penalties as rights of action for employees who believed they had been wronged. The final version of the bill exempts minority owners from liability if they do not have any day-to-day control of the business and added some caps on damages for emotional distress.

The bill adds additional punishment for employers caught misclassifying their employees as non-employees or independent contractors. These employers could face escalating fines from \$5,000 for a first willful violation to as much as \$50,000 for repeated offenses.

Passed, Signed by Governor



HB25- 1272

Construction Defects

Bird/Boesenecker & Coleman/Roberts

The bill creates the Multifamily Construction Incentive Program to limit the grounds for which a construction defect can be claimed against participating builders. It specifies additional criteria that must be satisfied to file a construction defect on applicable middle market housing and requires a claimant to mitigate damage before filing a claim. When a participating construction professional receives a claim, they must provide documentation to the claimant related to building plans, soil reports, maintenance recommendations, and insurance.

Beginning January 1, 2026, the bill creates an eight-year statute of limitations for construction defect claims, unless the defect was covered by a warranty, in which case the limitation is 6 years.

Under current law, an HOA board may initiate a construction defect action with a majority vote. The bill increases this threshold to 65%.

Passed, signed by Governor

****NOTE:** two other construction defects bills (SB131 & HB1272) were introduced this year, both of which died during the legislative process



HB25-1269 Building Decarbonization

Willford/Valdez & Baill/Kipp

The bill makes updates to the States Building Performance Standards law passed in 2021 (HB 21-1286 and Regulation 28) and creates compliance flexibility for buildings through the creations of the Building Decarbonization Enterprise to support compliance. Additional positive changes were made to the program such as allowing for dual compliance with local governments with same or stricter standards, allowing buildings to choose their benchmark year from 2019 or 2021 and delaying compliance penalties until 2030 (instead of 2026).

Passed, signed by Governor

Guessing game...

WHICH OF THE FOLLOWING MUSHROOMS WAS
NAMED THE COLORADO STATE MUSHROOM VIA
LEGISLATION IN 2025?

1. CALVATIA GIGANTEA, COMMONLY KNOWN AS THE
GIANT MOUNTAINTOP MUSHROOM
2. AGARICUS JULIUS, COMMONLY KNOWN AS THE
EMPEROR MUSHROOM
3. PSILOCYBIN MUSHROOM COMMONLY KNOWN AS
“MAGIC MUSHROOMS”
4. BOLETUS EDULIS, COMMONLY KNOWN AS THE
EDIBLE SNOWFLAKE MUSHROOM





HB25-1090

Deceptive Pricing Practices

Sirota/Ricks & Weissman/Cutter

The bill requires sellers of goods, services, or properties to clearly disclose the total price of all amounts that a person may pay, inclusive of all fees and certain charges.

Additionally, restaurants, bars, and other food service establishments must describe any mandatory service charges added to a person's bill. Finally, the bill restricts the kinds of fees that landlords can charge tenants and limits how much fees can increase. The bill makes violating these provisions a deceptive trade practice and subject to a civil action. In addition to any other penalties in law, a person violating the provisions is liable for the actual damages incurred, plus 18 percent annual interest.

Passed, signed by Governor

HB25-1273

Residential Building Stairs

Boesenecker/Woodrow & Ball/Hinrichsen

By December 1, 2027, the bill requires a municipality with a population of 100,000 or more that is served by an accredited fire protection district or fire department to adopt or amend a building code to allow up to five stories of a multifamily residential building to be served by a single exit, provided certain safety conditions are satisfied. The bill clarifies that these building code requirements do not impact existing energy code requirements or zoning codes.

Passed, signed by Governor





HB25-1286 Workers in Extreme Temps

Velasco/Froelich & Weissman/Cutter

The bill would have created additional requirements for employers when temperatures are at or above a high heat trigger (90 degrees Fahrenheit) or at or below an extreme cold temperature trigger (30 degrees Fahrenheit)

Died, likely to be back next year



HB25-1300

Work Comp Proof of Entitlement

Willford & Kipp

The bill significantly expands the list of physicians from whom an injured employee is able to receive care. The bill requires that an employer or insurer notify the injured employee of the right to designate a treating physician and where to access the list of Level I and Level II accredited physicians maintained by the CDLE.

Passed, signed by Governor*

*The Governor issued a signing statement directing a working group to convene (to work through concerns) and encouraging modifications to the law in 2026.

Other Bills of Interest

NUCLEAR ENERGY

IMMIGRATION

PHARMACEUTICAL BATTLES

ELECTRIC VEHICLES

SWIPE FEES

VOTING RIGHTS

GUNS

ARTIFICIAL INTELLIGENCE



Looking ahead!

**Legislator
Scramble**

More
Announcements
coming by the
day!

**Budget
Ramp-up**

We're being told
to buckle up for
an even worse
year

Election Year

Loss of courage
anticipated

Polis final term

Lame duck?

Thank You!

Emma Hudson

608.669.3662

emma@emmahudsonconsulting.com

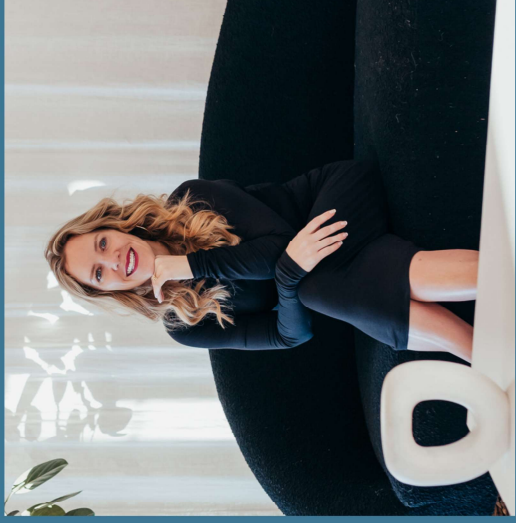
www.emmahudsonconsulting.com

Dieter Raemdonck

303.718.9059

dieter@rklawpc.com

www.rklawpc.com/dieter-raemdonck



Final comments:

- ★ Thank you, Emma & Dieter!
- ★ A survey will be sent after the seminar, please take the time to respond. Your feedback helps us plan future webinars and seminars.
- ★ Thank you for staying on the webinar the full time.
- ★ CRA Members, please answer this final poll question to earn your CIUs. Then, you are free to hop off and end your session.
- ★ A copy of the presentation will be available at:
<https://www.coloradoroofing.org/member/education>



Thank You for attending!