



SOUTHERN COLORADO  
**WOMEN'S CHAMBER**  
OF COMMERCE

**PUBLIC POLICY COMMITTEE**  
**COLORADO LEGISLATIVE SESSION**

**2025 YEAR IN REVIEW &  
LEGISLATOR REPORT CARD**

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SOUTHERN COLORADO  
WOMEN'S CHAMBER  
OF COMMERCE

## EXECUTIVE SUMMARY

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The Southern Colorado Women's Chamber of Commerce (SCWCC) Public Policy Committee (PPC) is committed to helping members and the broader business community understand how legislative actions impact Colorado's economic and professional landscape.

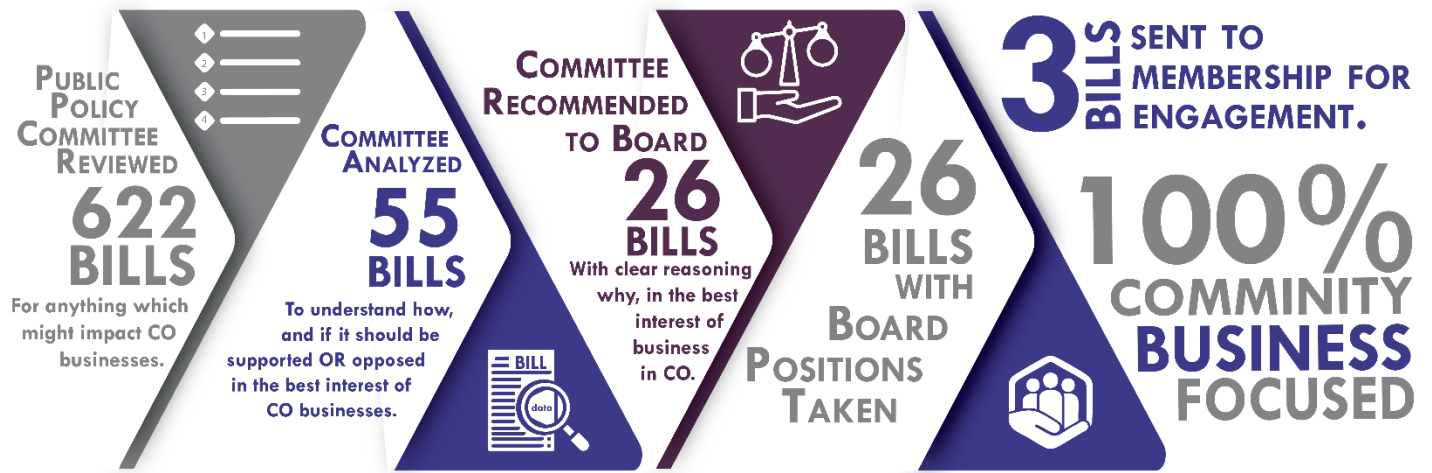
During the 2025 Colorado Legislative Session, 650+ bills were introduced and reviewed, 26 of which the PPC provided position recommendations to the Board (see appendix). Of these, three more significant bills were targeted for direct member engagement.

This year, the PPC provides the *Legislator Report Card*, an overview of voting records of El Paso County (EPC) legislators (9 House; 5 Senate) on bills of key concern to SCWCC. Overall, the EPC delegation only voted in favor of 80% of SCWCC's bills with Board positions at its highest, and 22% at its lowest.

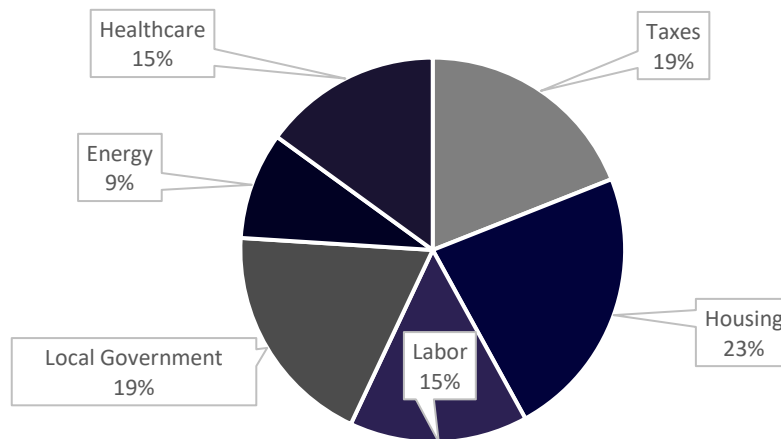
**The conclusion is that El Paso County legislators are not sufficiently supporting a climate that fosters business.**

**THE IMPERATIVE: EDUCATE AND  
HOLD LEGISLATORS  
ACCOUNTABLE ON THE  
IMPORTANCE OF A STRONG  
BUSINESS CLIMATE.**

# OVERVIEW OF 2025 LEGISLATION



## MAKEUP OF SCWCC'S 26 BILLS OF INTEREST:



|  |            |
|--|------------|
| <b>Total Introduced bills:</b>   | <b>657</b> |
| <b>Total Bills passed by both chambers:</b>                              | <b>657</b> |
| <b>Total Introduced bills:</b>   | <b>487</b> |
| <b>Total Bills signed in to law:</b><br>(87.5% of which were bipartisan) | <b>476</b> |
| <b>Total Bills Vetoed by the Governor:</b>                               | <b>11</b>  |

| '25 Senators                   | '25 Representatives    |                                 |
|--------------------------------|------------------------|---------------------------------|
| Tony Exum (D-11)               | Scott Bottoms (D-15)   | Rebecca Keltie (D-16)           |
| Larry Liston (D-10)            | Mary Bradfield (D-21)  | Amy Paschal (D-18)              |
| Rod Pelton (D-35)              | Jarvis Caldwell (D-20) | Rose Pugliese (resigned) (D-14) |
| Marc Snyder (D-12)             | Ken DeGraff (D-22)     | Chris Richardson (D-15)         |
| Paul Lundeen (resigned) (D-09) | Regina English (D-17)  |                                 |

# LEGISLATOR REPORT CARD:

## TOP ALIGNED LEGISLATORS:

Most consistently mirror Chamber positions on key business and economic issues.

- **Reps. Bradfield & Caldwell – 88.9% alignment**
- **Reps. Lundeen, Pelton, Pugliese, Richardson, and Keltie – 83.3% alignment**

## MID-RANGE ALIGNMENT LEGISLATORS:

These legislators supporting some business-backed bills while opposing others, particularly within the *Labor* category.

- **Sen. Liston & Rep. DeGraff – 77.8%**
- **Rep. Bottoms – 72.2%**

## LOW-ALIGNMENT LEGISLATORS:

Legislators most divergent and sometimes counter to Chamber positions.

- **Sen. Snyder – 38.9%**
- **Rep. English – 22.2%**
- **Reps. Paschal and Exum – 22.2–27.8%**

# INCONSISTENT SUPPORT FOR BUSINESSES AT BEST

## KEY TAKEAWAYS & CONCLUSIONS

1. **Varied Philosophy on Business: Ideological diversity ranges from strong pro-business.**
2. **Business Collaboration Opportunities:** Legislators with mid-range scores would benefit from consistent dialogue and educational briefings to strengthen understanding of business impacts of proposed legislation.
3. **Successes in Housing and Tax Policy:** These categories show the greatest consensus, providing a foundation for constructive collaboration in 2026.
4. **Target Areas for Outreach:** Labor policy remains the most divisive issue; more issue-based discussions could help bridge perspectives on workforce and regulatory impacts to businesses.

# SUMMARY BY LEGISLATOR

## VOTE ANALYSIS

### PLEASE NOTE:

A higher or lower number below doesn't necessarily make a legislator any better or worse, or more or less effective, than other Members of the State Legislature.

We present these statistics for you to understand the quantitative aspects of legislators against the bills tracked by the committee. We encourage you to make your own judgements based on what legislative activities you think are important.

Keep in mind that there are many important aspects of being a legislator besides what can be measured which aren't reflected here.

| SCORECARD OF LEGISLATORS & % THEY VOTED WITH, OR AGAINST THE SCWCC OPINION |                                   |   |                                     |                                   |                                 |
|--|-----------------------------------|---|-------------------------------------|-----------------------------------|---------------------------------|
| REPS   | % TOTAL SUPPORT OF SCWCC OPINIONS | % SUPPORT OF SCWCC ON LOCAL GOV'T BILLS | % SUPPORT OF SCWCC ON HOUSING BILLS | % SUPPORT OF SCWCC ON LABOR BILLS | % SUPPORT OF SCWCC ON TAX BILLS |
| SEN. EXUM  | 27.78%                            | 33.33%                                  | 60.00%                              | 0.00%                             | 33.33%                          |
| SEN. LISTON  | 77.78%                            | 66.67%                                  | 80.00%                              | 85.71%                            | 66.67%                          |
| SEN. PELTON  | 83.33%                            | 66.67%                                  | 60.00%                              | 100.00%                           | 100.00%                         |
| SEN. SNYDER  | 38.89%                            | 33.33%                                  | 60.00%                              | 28.57%                            | 33.33%                          |
| SEN. LUNDEEN   | 83.33%                            | 66.67%                                  | 60.00%                              | 100.00%                           | 100.00%                         |
| REP. BOTTOMS   | 72.22%                            | 100.00%                                 | 60.00%                              | 85.71%                            | 66.67%                          |
| REP. BRADFIELD   | 88.89%                            | 100.00%                                 | 80.00%                              | 85.71%                            | 100.00%                         |
| REP. CALDWELL  | 88.89%                            | 100.00%                                 | 60.00%                              | 100.00%                           | 100.00%                         |
| REP. DEGRAFF   | 77.78%                            | 100.00%                                 | 60.00%                              | 85.71%                            | 66.67%                          |
| REP. ENGLISH   | 22.22%                            | 0.00%                                   | 50.00%                              | 16.70%                            | 33.33%                          |
| REP. KELTIE  | 83.33%                            | 66.67%                                  | 60.00%                              | 100.00%                           | 100.00%                         |
| REP. PASCHAL   | 22.22%                            | 0.00%                                   | 60.00%                              | 0.00%                             | 33.33%                          |
| REP. PUGLIESE  | 83.33%                            | 66.67%                                  | 60.00%                              | 100.00%                           | 100.00%                         |
| REP. RICHARDSON  | 83.33%                            | 100.00%                                 | 60.00%                              | 100.00%                           | 66.67%                          |

# GOALS FOR 2026

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**INCREASE COMMITTEE MEMBERSHIP & SME  
ACCESS**



**INCREASE MEMBERSHIP ENGAGEMENT WITH  
OFFICIALS**



**INCREASE ENGAGEMENT WITH OFFICIALS**

# VOTE ANALYSIS

Voted with, or against the SCWCC opinion

# SUMMARY BY BILL

## OVERVIEW

The Average support rate for SCWCC positions across all bills was 66%, indicating that the El Paso County legislators voted in general alignment with business-friendly positions, but there was meaningful variation by both individual and topic.

## PLEASE NOTE:

Keep in mind that there are many important aspects of being a legislator besides what can be measured which aren't reflected here.

| KEY:      | Voted WITH the SCWCC opinion: ▲ |        |        |        |         |         |           | Voted AGAINST the SCWCC opinion: ▼ |         |         |        |         |          |            |
|-----------|---------------------------------|--------|--------|--------|---------|---------|-----------|------------------------------------|---------|---------|--------|---------|----------|------------|
| Bill #    | Exum                            | Liston | Pelton | Snyder | Lundeen | Bottoms | Bradfield | Caldwell                           | DeGraff | English | Keltie | Paschal | Pugliese | Richardson |
| HB25-1001 | ▼                               | ▲      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲                                  | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |
| HB25-1004 | ▼                               | ▲      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲                                  | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |
| HB25-1010 | ▼                               | ▲      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲                                  | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |
| HB25-1021 | ▲                               | ▲      | ▲      | ▲      | ▲       | ▼       | ▲         | ▲                                  | ▼       | ▲       | ▲      | ▲       | ▲        | ▲          |
| HB25-1030 | ▼                               | ▲      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲                                  | ▲       | A       | ▲      | ▼       | ▲        | ▲          |
| HB25-1060 | ▲                               | ▼      | ▼      | ▲      | ▼       | A       | ▲         | ▲                                  | ▲       | ▼       | ▼      | ▼       | ▼        | ▲          |
| HB25-1130 | ▼                               | ▲      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲                                  | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |
| HB25-1208 | ▼                               | ▲      | ▲      | ▲      | ▲       | ▼       | ▼         | ▲                                  | A       | ▲       | ▲      | ▼       | ▲        | ▲          |
| HB25-1247 | ▼                               | ▼      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲                                  | ▲       | ▼       | ▲      | ▼       | ▲        | ▼          |
| HB25-1272 | ▲                               | ▲      | ▲      | ▲      | ▲       | ▲       | ▲         | ▲                                  | ▲       | ▲       | ▲      | ▲       | ▲        | ▲          |
| HB25-1296 | ▼                               | ▲      | ▲      | ▼      | ▼       | ▲       | ▲         | ▲                                  | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |
| HB25-1300 | ▼                               | ▲      | ▲      | ▲      | ▲       | ▲       | ▲         | ▲                                  | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |
| SB25-002  | ▲                               | ▼      | ▼      | ▲      | ▲       | ▼       | ▼         | ▼                                  | ▼       | ▼       | ▼      | ▲       | ▼        | ▼          |
| SB25-005  | ▼                               | ▲      | ▲      | ▼      | ▼       | ▲       | ▲         | ▲                                  | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |
| SB25-006  | ▲                               | ▲      | ▼      | ▲      | ▼       | ▼       | ▲         | ▼                                  | ▼       | ▲       | ▼      | ▲       | A        | A          |
| SB25-020  | ▼                               | ▲      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲                                  | ▲       | A       | ▲      | ▼       | ▲        | ▲          |
| SB25-048  | ▼                               | ▼      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲                                  | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |
| SB25-144  | ▼                               | ▲      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲                                  | ▲       | A       | ▲      | ▼       | ▲        | ▲          |

# 2025 YEAR IN REVIEW

For each bill the SCWCC issued a position on that reached the Governor’s desk, the following analysis provides a concise overview of its purpose, relevance, and potential impact on the business community.

Each entry includes:

- **Bill Category** – The area or industry affected by this bill. (e.g. Housing, taxes, etc.)
- **Bill Summary** – A brief description of the bill’s intent and scope.
- **PPC Position & Reasoning** – The Chamber’s evaluated stance (Support, Oppose, or Amend) based on expected impact to businesses, workforce, and economic vitality.
- **Legislative Analysis of Votes** – A record and interpretation of how El Paso County representatives voted in relation to the SCWCC position. supporting ▲ or opposing ▼ the SCWCC Opinion.

This structured approach allows members and community leaders to clearly see patterns of support, neutrality, or opposition across key issues. It is designed to inform, not persuade, empowering our members to engage confidently in public policy discussions that shape Colorado’s business future.

## HB25-1001- Enforcement Wage Hour Laws

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Labor

Bill Summary:

HB25-1001 enhances worker protection and accountability while increasing transparency in wage law enforcement. However, it may create financial and administrative challenges for employers, especially small businesses, as they work to comply with its new requirements. While the bill aims to deter unethical practices, balancing enforcement with economic feasibility for employers will be critical to its success. This bill modifies existing legislation.



PPC Position: OPPOSE

**Signed Into Law**

PPC Position Reasoning:

The bill creates an uneven legal field for lawsuits, allowing frivolous or wasteful cases, and adds a new avenue for potentially damaging businesses through the withdrawal of licenses, certificates, or registrations.

Legislative  
Analysis of  
Votes

supporting ▲  
or opposing ▼  
the SCWCC  
Opinion

| Bill #    | Exum | Liston | Pelton | Snyder | Lundeen | Bottoms | Bradfield | Caldwell | DeGraff | English | Keltie | Paschal | Pugliese | Richardson |
|-----------|------|--------|--------|--------|---------|---------|-----------|----------|---------|---------|--------|---------|----------|------------|
| HB25-1001 | ▼    | ▲      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲        | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |

# HB25-1004 - No Pricing Coordination Between Landlords

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Housing

**Bill Summary:**

This bill defines Landlord Pricing Coordination as an “illegal restraint of trade or commerce” under the “Colorado State Antitrust Act of 2023.” This bill prohibits landlords from using a software / program / trainable algorithm that takes rental information from 2+ landlords (past & present rent rates, supply levels, lease renewal & termination dates) and recommends rent prices, lease renewal terms, or ideal occupancy levels to a landlord. It is also illegal if the landlord uses a third-party to provide this service.

PPC Position: OPPOSE

**PPC Position Reasoning:**

Without reliable data, property managers may struggle to adjust pricing during peak and off-peak seasons, leading to lower revenues and decreased economic contributions to local communities dependent on tourism. This issue also affects homeowners who rent part of their home or rent it seasonally, as well as second-home owners and real estate investors. Companies providing software or analytics to landlords may face legal and operational uncertainties, forcing them to modify or discontinue services in Colorado. This limits innovation and options for businesses, while larger landlords with proprietary data could further consolidate their advantage, reducing market opportunities for smaller competitors.



**Governor Vetoed**

Legislative  
Analysis of  
Votes  
supporting ▲  
or opposing ▼  
the SCWCC  
Opinion

| Bill #    | Exum | Liston | Pelton | Snyder | Lundeen | Bottoms | Bradfield | Caldwell | DeGraff | English | Kettie | Paschal | Pugliese | Richardson |
|-----------|------|--------|--------|--------|---------|---------|-----------|----------|---------|---------|--------|---------|----------|------------|
| HB25-1004 | ▼    | ▲      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲        | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |

## HB25-1010 - Prohibiting Price Gouging in Sales of Necessities

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Local Government

Bill Summary:

Current Colorado state law provides for price protections of “necessities” during a disaster declaration by the Governor. Necessities are legally defined as items for “human and animal survival” during a disaster. HB25-1010 changes this statute by:

- Removing the disaster declaration regarding price gouging and applying the law to non-disaster commerce.
- Changing the definition of what a “necessity” is to be anything from human and animal survival to the “health, safety and welfare of consumers or the general public”.
- Defines price gouging as any price increase that has increased more than 10% in the prior 3 months.
- Assigns the State Attorney General full authority to write rules and regulations to affect this change.



**Signed Into Law**

PPC Position: OPPOSE

PPC Position Reasoning:

This bill, as drafted, would replace the market for pricing goods with a system of market controls by the State AG, who would then set up an arbitrary system for which providers of goods could not compete to stay in business. This would negatively impact small businesses in particular.

Legislative  
Analysis of  
Votes  
supporting ▲  
or opposing ▼  
the SCWCC  
Opinion

| Bill #    | Exum | Liston | Pelton | Snyder | Lundeen | Bottoms | Bradfield | Caldwell | DeGraff | English | Keltie | Paschal | Pugliese | Richardson |
|-----------|------|--------|--------|--------|---------|---------|-----------|----------|---------|---------|--------|---------|----------|------------|
| HB25-1010 | ▼    | ▲      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲        | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |

## HB25-1021 - Tax Incentives for Employee-Owned Businesses

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Taxes

Bill Summary:

The bill creates 2 income tax subtractions for income tax years commencing on or after January 1, 2027, but before January 1, 2038. The first subtraction is for an amount equal to state capital gains that are realized by a taxpayer during the taxable year for the conversion by an increment of at least 20% ownership to a qualified employee-owned business of a qualified business. The taxpayers that are eligible for this subtraction are the same taxpayers that would be eligible for the tax credit for conversion costs for employee business ownership.



**Signed Into Law**

PPC Position: SUPPORT

PPC Position Reasoning:

HB25-1021 is beneficial for businesses considering employee ownership and employees seeking equity participation. There is potential for increased job security and wealth-building opportunities through ownership, possibly leading to stronger community-oriented enterprises.

Legislative  
Analysis of  
Votes  
supporting ▲  
or opposing ▼  
the SCWCC  
Opinion

| Bill #    | Exum | Liston | Pelton | Snyder | Lundeen | Bottoms | Bradfield | Caldwell | DeGraff | English | Keltie | Paschal | Pugliese | Richardson |
|-----------|------|--------|--------|--------|---------|---------|-----------|----------|---------|---------|--------|---------|----------|------------|
| HB25-1021 | ▲    | ▲      | ▲      | ▲      | ▲       | ▼       | ▲         | ▲        | ▼       | ▲       | ▲      | ▲       | ▲        | ▲          |

# HB25-1030 - Accessibility Standards in Building Codes

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Local Government

**Bill Summary:**

House Bill 25-1030 requires that, starting January 1, 2026, any Colorado local government or state agency that adopts or substantially updates its building code must ensure those codes meet or exceed the accessibility standards in one of the two most recent versions of the International Building Code (IBC). This applies to counties, municipalities, public school and health facility construction, and housing standards set by the State Housing Board. The bill's intent is to create consistent, state-wide accessibility requirements that align with federal laws like the Americans with Disabilities Act (ADA) and international standards.



**Signed Into Law**

PPC Position: **OPPOSE UNLESS AMENDED**

**PPC Position Reasoning:**

Unless amended, the turnaround time for compliance is too short for businesses to meaningfully comply with requirements. More than 1,600 properties considered historical may not have been considered or exempted appropriately for compliance.

Legislative  
Analysis of  
Votes  
supporting ▲  
or opposing ▼  
the SCWCC  
Opinion

| Bill #    | Exum | Liston | Pelton | Snyder | Lundeen | Bottoms | Bradfield | Caldwell | DeGraff | English | Keltie | Paschal | Pugliese | Richardson |
|-----------|------|--------|--------|--------|---------|---------|-----------|----------|---------|---------|--------|---------|----------|------------|
| HB25-1130 | ▼    | ▲      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲        | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |

# HB25-1060 - Electronic Fence Detection Systems

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Local Government

Bill Summary:

The bill allows local government to impose installation or operational requirements for an electronic fence detection system that are consistent with the installation or operational requirements generally required for other alarm systems. In addition, the bill allows local government to require a permit for the installation or use of an electronic fence detection system that is not in addition to any permit generally required for the installation or use of any other alarm system. Lastly, the bill allows local government to inspect an electronic fence detection system.


















**Signed Into Law**

PPC Position: OPPOSE

PPC Position Reasoning:

This bill would place a financial burden on small businesses, requiring them to meet an arbitrary fencing standard that may not apply to their needs. Businesses would have to pay for new fencing that meets the standard and then be subjected to capital costs for putting the “appropriate” fencing in place and any associated permitting fees. Businesses would have increased administrative costs to meet the new standard.

Legislative  
Analysis of  
Votes  
supporting   
or opposing   
the SCWCC  
Opinion

| Bill #    | Exum   | Liston   | Pelton   | Snyder   | Lundeen  | Bottoms | Bradfield  | Caldwell   | DeGraff  | English  | Keltie   | Paschal  | Pugliese   | Richardson   |
|-----------|--|--|--|--|--|---------|--|--|--|--|--|--|--|--|
| HB25-1060 |  |  |  |  |  | A       |  |  |  |  |  |  |  |  |

# HB25-1130 - Labor Requirements for Government Construction Projects

Bill Summary, PPC Position & Reasoning

Bill Category: Labor

Bill Summary:

The bill aligns apprenticeship utilization requirements for public projects and energy sector public works projects and adds additional requirements for approved apprenticeship programs. It also allows a County to opt for the use of state apprenticeship programs and prevailing wage requirements.


















PPC Position: OPPOSE

**Signed Into Law**

PPC Position Reasoning:

We believe this bill will lead to increased costs for Colorado businesses. This limited applicability to the private sector doesn't meet the needs of the whole and will create a risk of reduced contractor participation.

Legislative Analysis of Votes supporting  or opposing  the SCWCC Opinion

| Bill #    | Exum  | Liston  | Pelton  | Snyder  | Lundeen   | Bottoms   | Bradfield   | Caldwell   | DeGraff   | English | Keltie  | Paschal   | Pugliese  | Richardson  |
|-----------|---|---|---|---|---|---|---|--|---|---------|---|---|---|---|
| HB25-1030 |  |  |  |  |  |  |  |  |  | A       |  |  |  |  |

# HB25-1208 - Local Governments Tip Offsets for Tipped Employees

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Labor

Bill Summary:

The bill requires a local government that has enacted a code or an ordinance imposing a minimum wage that exceeds the state minimum wage to enact another code or ordinance on or before September 1, 2025, that: Imposes a tip offset for food and beverage employees in an amount that equals the amount by which the local minimum wage exceeds the state minimum wage, plus \$3.02; and takes effect on or before October 1, 2025.


















PPC Position: SUPPORT

**Signed Into Law**

PPC Position Reasoning:

This bill allows the tipped minimum wage to be reset downward because current ordinances create a situation where tipped staff's wages are becoming generally higher than those staff in the same establishment that aren't tipped. Will improve payroll costs for the operators, allowing them to maintain more staff, which improves overall service.

Legislative  
Analysis of  
Votes  
supporting   
or opposing   
the SCWCC  
Opinion

| Bill #    | Exum  | Liston  | Pelton  | Snyder  | Lundeen   | Bottoms   | Bradfield   | Caldwell  | DeGraff | English  | Keltie  | Paschal   | Pugliese  | Richardson  |
|-----------|---|---|---|---|---|---|---|---|---------|--|---|---|---|---|
| HB25-1208 |  |  |  |  |  |  |  |  | A       |  |  |  |  |  |

# HB25-1247 - County Lodging Tax Expansion

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Taxes

Bill Summary:

House Bill 25-1247 proposes expanding the county lodging tax from its current cap of 2% to 6%, subject to local voter approval. Additionally, it broadens the allowable uses of the tax revenue beyond marketing and tourism workforce housing to include:

- Public infrastructure maintenance or improvements
- Preservation of natural landscapes and wildlife habitats
- Cultural and historical preservation
- Enhancing public safety (law enforcement, fire departments, emergency medical services)
- The bill ensures that at least 10% of the tax revenue continues to support tourism marketing.



**Signed Into Law**

PPC Position: OPPOSE UNLESS AMENDED

PPC Position Reasoning:

Disproportionate impact on small and medium sized businesses. This bill doesn't adequately distribute funds intended for the affordable housing goal.

Legislative  
Analysis of  
Votes

supporting ▲  
or opposing ▼  
the SCWCC  
Opinion

| Bill #    | Exum | Liston | Pelton | Snyder | Lundeen | Bottoms | Bradfield | Caldwell | DeGraff | English | Keltie | Paschal | Pugliese | Richardson |
|-----------|------|--------|--------|--------|---------|---------|-----------|----------|---------|---------|--------|---------|----------|------------|
| HB25-1247 | ▼    | ▼      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲        | ▲       | ▼       | ▲      | ▼       | ▲        | ▼          |

# HB25-1272 - Construction Defects & Middle Market Housing

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Housing

**Bill Summary:**

The bill targets the construction of middle market housing through a series of proposals, including: 1) establishing a rebuttable presumption that a property is defect-free if a state agency or local government has issued a certificate of occupancy, 2) requiring a claimant to file an affidavit of a third-party licensed professional indicating the negligence or other action, error, or omission of the construction professional, and 3) requiring that a construction professional must offer to settle the claim or specify why the defect does not require repair. Additionally, the bill extends the statute of limitations to 10 years, raises the homeowner association approval threshold for filing claims from 50% +1 to 65%, and allows a construction professional that meets specified requirements to use certain affirmative defenses.



















**Signed Into Law**

PPC Position: SUPPORT

**PPC Position Reasoning:**

This bill now has bipartisan support and is overall a quality bill. The amendment clarifies liability for architects and engineers, provides stronger legal protection if they meet quality standards, and provides incentives for quality assurance and protects builders who follow best practices.

Legislative  
Analysis of  
Votes  
supporting   
or opposing   
the SCWCC  
Opinion

| Bill #    | Exum  | Liston  | Pelton  | Snyder  | Lundeen   | Bottoms   | Bradfield   | Caldwell  | DeGraff  | English   | Keltie  | Paschal   | Pugliese  | Richardson  |
|-----------|---|---|---|---|---|---|---|---|--|---|---|---|---|---|
| HB25-1272 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

# HB25-1296 - Tax Expenditure Adjustment

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Taxes

**Bill Summary:**

A retail delivery is a retail sale of tangible personal property that is subject to state sales tax by a retailer for delivery by a motor vehicle to the purchaser at any location in the state. As authorized by current law, retail delivery fees are imposed on each retail delivery by the:

- State;
- Community access enterprise;
- Clean fleet enterprise; Statewide bridge and tunnel enterprise;
- Clean transit enterprise; and Nonattainment area air pollution mitigation enterprise.



**Signed Into Law**

Effective 90 days after the final adjournment, the bill eliminates the retail delivery fees.

PPC Position: OPPOSE

**PPC Position Reasoning:**

This large tax bill adjusted more than twenty sections of tax credits. Updating existing laws, building new requirements for taxes, modifying deductions, imposing new sales taxes, modifying grants or assistance programs, and tax credits. The committee recommended modification to Section 16, which modifies the software sales tax exemption effectively imposing it, to include small business exemptions.

Legislative  
Analysis of  
Votes  
supporting ▲  
or opposing ▼  
the SCWCC  
Opinion

| Bill #    | Exum | Liston | Pelton | Snyder | Lundeen | Bottoms | Bradfield | Caldwell | DeGraff | English | Keltie | Paschal | Pugliese | Richardson |
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| HB25-1296 | ▼    | ▲      | ▲      | ▼      | ▼       | ▲       | ▲         | ▲        | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |

# HB25-1300 - Workers' Compensation Benefits Proof of Entitlement

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Labor

**Bill Summary:**

This bill proposes a major shift in Colorado's workers' compensation law, most notably:

- Shifting the burden of proof from injured workers to employers/insurers regarding the reasonableness and necessity of medical treatment recommended by authorized physicians.
- Granting workers the right to choose their treating physician from any Level I or II accredited provider, rather than selecting from an employer-provided list.

Mandating employer adherence to the Division of Workers' Compensation's utilization standards, with enforcement power given to the director.



**Signed Into Law**

PPC Position: **OPPOSE UNLESS AMENDED**

**PPC Position Reasoning:**

Any of the following actions would improve outcomes for business if these changes were made:

- State-supported premium subsidies or caps for small businesses during the transition period.
- Clearer guidance and free compliance tools (e.g., notification templates, physician directories, sample forms).
- Data collection and a sunset clause for key provisions, so the legislature can assess cost and effectiveness in 3-5 years.
- 3. Consideration of alternative compliance frameworks for businesses under a certain employee count (e.g., under 10 FTEs).

Legislative  
Analysis of  
Votes  
supporting ▲  
or opposing ▼  
the SCWCC  
Opinion

| Bill #    | Exum | Liston | Pelton | Snyder | Lundeen | Bottoms | Bradfield | Caldwell | DeGraff | English | Keltie | Paschal | Pugliese | Richardson |
|-----------|------|--------|--------|--------|---------|---------|-----------|----------|---------|---------|--------|---------|----------|------------|
| HB25-1300 | ▼    | ▲      | ▲      | ▲      | ▲       | ▲       | ▲         | ▲        | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |

# SB25-002 - Regional Building Codes for Factory-Built Structures

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Housing

Bill Summary:

The bill provides that after the state housing board (board) adopts rules about any activity required to undertake or complete the construction or installation of a factory-built nonresidential structure, a factory-built residential structure, or a factory-built tiny home (factory-built structure), the state plumbing board, the state electrical board, and the state fire suppression administrator do not have jurisdiction over and their rules do not apply to a factory-built structure.



PPC Position: SUPPORT

**Signed Into Law**

PPC Position Reasoning:

This moves responsibility to regional areas, allowing for better local control. The increased speed of production for construction of accessible homes would be good for our community.

Legislative  
Analysis of  
Votes  
supporting ▲  
or opposing ▼  
the SCWCC  
Opinion

| Bill #   | Exum | Liston | Pelton | Snyder | Lundeen | Bottoms | Bradfield | Caldwell | DeGraff | English | Keltie | Paschal | Pugliese | Richardson |
|----------|------|--------|--------|--------|---------|---------|-----------|----------|---------|---------|--------|---------|----------|------------|
| SB25-002 | ▲    | ▼      | ▼      | ▲      | ▲       | ▼       | ▼         | ▼        | ▼       | ▼       | ▼      | ▲       | ▼        | ▼          |

# SB25-005 - Worker Protection Collective Bargaining

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Labor



**Governor Vetoes**

**Bill Summary:**

The CO Labor Peace Act enacted 80 years ago has a unique approach to unionization. There are two elections under this law before employees can unionize.

- The first election is whether to form a union, decided by majority vote.
- The second election is whether to require collection of dues from non-union members, approval requiring a 75% vote.

Colorado is the only state in the country with a second election requirement, and this bill would eliminate it. Colorado is not currently a “right to work” state where there is no requirement to join a union or pay dues to the union. It is an agency shop state, where non-members must pay dues to the union but are not required to join the union.

PPC Position: OPPOSE

**PPC Position Reasoning:**

If passed, this bill would repeal most of the Colorado Labor Peace Act of 1943, cited as the reason for labor peace in Colorado. The agency shop model under the Act has worked well. Employees who are not union members are not forced to join but will pay dues if 75% agree to unionize in the second election. This prevents non-union employees from benefiting from union advocacy without paying dues. CO businesses could face increased unionization, demands, and strikes. Businesses could lose employees who don’t want to join a union. CO will be less attractive to new businesses. The 2-vote rule allowed employers and employees to consider unionization and mandatory dues.

Legislative  
Analysis of  
Votes  
supporting ▲  
or opposing ▼  
the SCWCC  
Opinion

| Bill #   | Exum | Liston | Pelton | Snyder | Lundeen | Bottoms | Bradfield | Caldwell | DeGraff | English | Keltie | Paschal | Pugliese | Richardson |
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| SB25-005 | ▼    | ▲      | ▲      | ▼      | ▼       | ▲       | ▲         | ▲        | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |

## SB25-006 - Investment Authority of State Treasurer for Affordable Housing

Bill Summary, PPC Position & Reasoning

Bill Category: Housing

Bill Summary:

The bill authorizes the state treasurer to invest up to \$50 million of state money in bonds that may have below-market interest rates that are issued by a quasi-governmental entity if the proceeds of the bonds are used for the creation of affordable for-sale housing that otherwise would not be created without the state's investment.



PPC Position: SUPPORT













Signed Into Law

PPC Position Reasoning:

This bill helps increase the availability of affordable for-sale housing, addressing Colorado's housing crisis. It supports local jobs, businesses, and long-term community stability through homeownership. Investing in bonds with below-market rates makes affordable housing projects more financially feasible.

Legislative Analysis of Votes

supporting  or opposing  the SCWCC Opinion

| Bill #   | Exum  | Liston  | Pelton  | Snyder  | Lundeen   | Bottoms   | Bradfield   | Caldwell  | DeGraff   | English   | Keltie  | Paschal   | Pugliese | Richardson |
|----------|---|---|---|---|---|---|---|---|---|---|---|---|----------|------------|
| SB25-006 |  |  |  |  |  |  |  |  |  |  |  |  | A        | A          |

## SB25-020 - Tenant and Landlord Law Enforcement

Bill Summary, PPC Position & Reasoning

Bill Category: Housing

Bill Summary:

Grants the attorney general, counties, cities, and municipalities the authority to enforce state landlord-tenant laws through civil and criminal actions. It also establishes a receivership mechanism as a remedy for violations by owners of multifamily residential properties, allowing courts to appoint receivers to manage properties. The bill outlines the processes for appointing and terminating receiverships, including hearings and criteria for receivership termination after a minimum of 180 days.



Signed Into Law














PPC Position: OPPOSE

PPC Position Reasoning:

We believe the compliance cost is too great for businesses to carry. These costs will create potential for increased rents to cover the actual and potential costs. This will worsen housing affordability, not help it.

Legislative Analysis of Votes

supporting  or opposing  the SCWCC Opinion

| Bill #   | Exum  | Liston  | Pelton  | Snyder  | Lundeen   | Bottoms   | Bradfield   | Caldwell  | DeGraff   | English | Keltie  | Paschal   | Pugliese  | Richardson  |
|----------|---|---|---|---|---|---|---|---|---|---------|---|---|---|---|
| SB25-020 |  |  |  |  |  |  |  |  |  | A       |  |  |  |  |

## SB25-048 - Diabetes Prevention & Obesity Treatment Act

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Labor

Bill Summary:

Mandates that private insurance companies in Colorado provide coverage for treating obesity and pre-diabetes. This includes services such as the National Diabetes Prevention Program, medical nutrition therapy, intensive behavioral or lifestyle therapy, metabolic and bariatric surgery, and FDA-approved anti-obesity medications. Additionally, the bill directs the Department of Health Care Policy and Financing to seek federal authorization to offer these treatments under Medicaid and, upon approval, to inform Medicaid members about the available services.



**Signed Into Law**

PPC Position: OPPOSE UNLESS AMENDED

PPC Position Reasoning:

Amended requirements: 1) More specific coverage requirements, quantifiable, 2) Cost Containment and capped premium increases; and 3) Exemptions for small employers.

Legislative  
Analysis of  
Votes

supporting ▲  
or opposing ▼  
the SCWCC  
Opinion

| Bill #   | Exum | Liston | Pelton | Snyder | Lundeen | Bottoms | Bradfield | Caldwell | DeGraff | English | Keltie | Paschal | Pugliese | Richardson |
|----------|------|--------|--------|--------|---------|---------|-----------|----------|---------|---------|--------|---------|----------|------------|
| SB25-048 | ▼    | ▼      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲        | ▲       | ▼       | ▲      | ▼       | ▲        | ▲          |

## SB25-144 - Change Paid Family Medical Leave Insurance Prog.

Bill Summary,  
PPC Position &  
Reasoning

Bill Category: Labor

Bill Summary:

This bill extends FAMLI benefits by 12 weeks for parents with a child in neonatal care and reduces the employee-paid premium by 0.02%. If enacted, 2026-27 premium collections would drop by \$51M, with a \$35M cost to the Fund. FAMLI is an enterprise and not subject to TABOR and strictly covers small businesses with less than 50 employees.



**Signed Into Law**

PPC Position: OPPOSE

PPC Position Reasoning:

While limited to a child in neonatal critical care, this bill would double the maximum allowable family leave from 3 to 6 months. Employers would be required to cover the costs of maintaining the open position (temporary staff, increased workloads, etc.).

Legislative  
Analysis of  
Votes

supporting ▲  
or opposing ▼  
the SCWCC  
Opinion

| Bill #   | Exum | Liston | Pelton | Snyder | Lundeen | Bottoms | Bradfield | Caldwell | DeGraff | English | Keltie | Paschal | Pugliese | Richardson |
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| SB25-144 | ▼    | ▲      | ▲      | ▼      | ▲       | ▲       | ▲         | ▲        | ▲       | A       | ▲      | ▼       | ▲        | ▲          |

# VOTE ANALYSIS

# ADDITIONAL OBSERVATIONS

## Most and Least Supportive Voters

### Highest total Yes votes:

- **Rep. Paschal** (495 Yes, only 12 No) and **Sen. Snyder** (489 Yes, 13 No) show exceptionally high support rates—both voting “Yes” over **97% of the time**, suggesting strong participation and general legislative approval.
- **Sen. Exum** follows closely with 484 Yes and only 5 No votes.

### Lowest total Yes votes:

- **Rep. DeGraff** (130 Yes, 337 No) and **Rep. Bottoms** (146 Yes, 348 No) cast far more “No” votes than “Yes,” indicating a **more oppositional or cautious stance** toward proposed legislation.

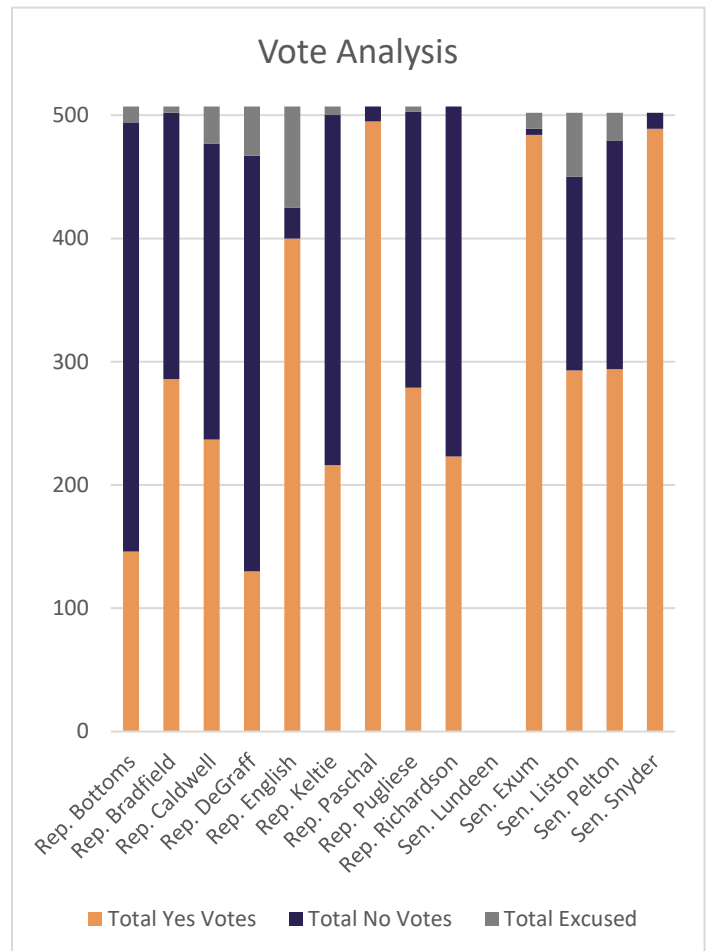
## Excused or Missed Votes

**Rep. English** had the highest number of excused votes at **82**, followed by **Rep. DeGraff (40)** and **Sen. Liston (52)**.

**Reps. Paschal and Richardson** and **Sen. Snyder** recorded **zero excused votes**, demonstrating **consistent attendance and engagement** throughout the session.

- The overall excused vote rate across all legislators was roughly **4.4%**, suggesting a high level of participation across the El Paso County delegation.

Not represented in this graphic is Senator Lundeen.





# WHAT'S NEXT

This effort to evaluate, track, and interpret legislative activity has shown the power of data, collaboration, and a unified business voice. Through thoughtful analysis and transparent communication, we have demonstrated that when business owners, professionals, and policymakers share a clear understanding of one another's priorities, the entire community benefits.

Looking ahead to 2026, the PPC intends to build on this foundation by deepening relationships, broadening participation, and strengthening the Chamber's role as a trusted resource in public policy discussions. Our goal is not only to inform, but to engage—to ensure that legislators recognize the value and perspective our members bring to Colorado's economic future.

In the coming year, we plan to expand our committee membership and grow access to subject matter experts across industries. By inviting more professionals into the process, we can continue to refine the quality of our analysis and ensure that each recommendation reflects the breadth of experience within our business community. We believe that stronger internal collaboration leads to stronger external impact.

The PPC will also work to create more frequent and meaningful engagement opportunities between members and elected officials. This includes hosting roundtables, policy briefings, and educational sessions that highlight the real-world implications of legislation on local businesses. Our aim is to humanize policy conversations—bridging the gap between the challenges faced by business owners and the decisions being made in the Capitol. When legislators hear directly from those driving innovation and job creation, they are better equipped to craft policies that support a sustainable, inclusive economy.

Another key focus for 2026 will be continuing and enhancing the Legislative Report Card. This report has already proven to be a valuable tool for understanding voting patterns and issue trends. As we refine its structure, we hope to make it even more interactive and accessible—perhaps offering quarterly updates or digital summaries that allow members to stay informed throughout the session, rather than only at year's end. Our intent is to make this an ongoing conversation, not a once-a-year snapshot.

Ultimately, our vision is for the SCWCC to be recognized statewide as a proactive, solution-oriented voice for business. We want legislators to view our Chamber not just as a stakeholder, but as a partner—one that brings balanced insight, credible analysis, and a genuine desire to help shape policies that allow businesses, employees, and communities to thrive.

By continuing to increase our influence and engagement, we can demonstrate that effective public policy begins with collaboration and understanding. The PPC is proud of what has been accomplished in 2025, and we look forward to building even stronger connections, more informed dialogue, and a shared commitment to creating a better economy for all Coloradans in the year ahead.

## The 2025 Legislative Report Card marks a milestone for the Southern Colorado Women's Chamber of Commerce Public Policy Committee.