Summary of Legislation

2026

Labor and Employment

Horojah Jawara | horojah.jawara@coleg.gov

During the 2026 legislative session, the General Assembly considered various measures related to labor and employment, including measures related to wage and hour laws, workforce development, worker protections, and worker's compensation.

Wage and Hour Laws

Beginning January 1, 2027, Senate Bill 26-121 requires an agricultural employer to pay overtime wages for certain agricultural employees who work in excess of 56 hours in a week. The bill also increases penalties on agricultural employers for wage theft and employee misclassification. A similar bill, Senate Bill 26-081, which was postponed indefinitely, would have required agricultural employers to pay overtime wages to employees who work in excess of 40 hours in a week, 12 hours per workday, or 12 consecutive hours.

House Bill 26-1005 attempted to eliminate the requirement for employees to conduct a second election as part of the collective bargaining process. The bill would have also required employers and employees to bargain in good faith. HB26-1005 was vetoed by the Governor.

House Bill 26-1210 was also vetoed by the Governor. The bill attempted to prohibit using surveillance data to set individualized prices for consumers or a worker's wages.

House Bill 26-1273 was postponed indefinitely by committee. The bill would have prohibited a transportation network company (TNC) from retaining more than 20% of a consumer fare.

Workforce Development

Beginning in 2027, House Bill 26-1010 requires data collection and reporting on workforce issues related to older adults. The Colorado Workforce Development Council (CWDC), the State Apprenticeship Council, the Commission on Higher Education, and the State Board for Community Colleges and Occupational Education are all required to have at least one member that is at least 60 years old.

House Bill 26-1207 requires businesses to file employee demographic workforce data collected through the federal Equal Employment Opportunity Commission's EEO-1 form when filing their periodic reports with the Department of State.

Worker Protection

Senate Bill 26-160 prohibits a meatpacking employer from deducting the cost of personal protective equipment from an employee's pay. It also prohibits meatpacking employers with 500 or more employees in the state from unreasonably denying employees the use of a restroom during work time, subject to fines for violations.

House Bill 26-1054 would have created state occupational health and safety regulations in the event that standards under the federal Occupational Safety and Health Act (OSHA) are repealed. Under the bill, the Attorney General's Office would have been authorized to adopt state standards, and private sector employers would have a duty to maintain a safe workplace and comply with any state safety standards. The bill did not become law.

House Bill 26-1272 requires the Colorado Department of Labor and Employment (CDLE) to begin collecting data on temperature-related injuries, illnesses, and emergencies at worksites in the state by January 15, 2027. The department must also develop a model temperature-related injury and illness prevention plan by July 1, 2028.

House Bill 26-1319 attempted to place requirements on employers and grant protections to employees regarding sexual orientation, gender identity, and gender expression. Employers could not establish a dress code with different requirements on the basis of sexual orientation, gender identity, or gender expression. Employers operating in public buildings would also be required to provide certain accommodations within buildings, including at least one ADA compliant restroom that is accessible to all individuals regardless of sexual orientation, gender identity, or gender expression. The bill was postponed indefinitely in committee.

Workers' Compensation

Senate Bill 26-93 requires governmental entities to receive confirmation of workers' compensation coverage or rejection of coverage for general contractors and subcontractors before issuing a building or construction permit or a license for projects that cost more than $1 million.

Senate Bill 26-184, which was vetoed by the Governor, attempted to expand the types of cancer and neurological diseases that are presumed to be occupational diseases related to a firefighter's service to confer eligibility for workers' compensation. The bill would have applied to firefighters with at least five years of cumulative full- or part-time employment or volunteer service; excluding firefighters employed by the state.