



Colorado Association of Viticulture and Enology

2025 Legislative Report

The 2025 Legislative Session concluded on May 8th after a full 120 days of work. At the session's conclusion, a total of 657 bills were introduced, 335 House bills and 322 Senate bills. There were significantly fewer bills in the House compared to 2024 but similar to the amount introduced in the Senate. CAVE followed a variety of bills spanning many issue sets from liquor to labor issues such as wages and working conditions as well as credit card fees and food trucks. Please see below for a breakdown of the main bills CAVE tracked and took positions on.

[HB25-1001](#), *Enforcement Wage Hour Laws*

Rep. Monica Duran (D, Wheat Ridge)

Sen. Jessie Danielson (D, Lakewood)

Position: Monitor

This bill modifies wage and hour laws and how they are enforced with the Colorado Department of Labor and Employment. The bill amends the definition of employer to include any individual who owns or controls at least 25 percent ownership in a company. It also adds an exemption for a minority owner that delegates day to day operational authority to an employer. The bill prohibits an employer from making a payroll deduction that drops a worker's pay below the applicable minimum wage as well as allow CDLE to waive the penalty for an employer's failure to pay claimed wages or compensation if the employer pays all claimed wages within 14 days.

Outcome

The bill was the first bill introduced on January 8th and took all session to make it through the process due to amendments and stakeholder work. The bill was signed by the Governor on May 22nd.

HB25-1090, *Protection Against Deceptive Pricing Practices*

Rep. Emily Sirota (D, Denver)

Sen. Mike Weissman (D, Thornton)

Position: Monitor

This bill requires restaurants, bars and other food and beverage service establishments to display a description of any mandatory service fees added to a customer's bill.

Outcome

The bill was the second attempt beginning in 2024 and ultimately passed after initial stakeholder discussions ironed out the details. The bill was signed by the Governor on April 21st.

HB25-1208, *Local Governments Tip Offsets for Tipped Employees*

Rep. Steve Woodrow (D, Denver) Rep. Alex Valdez (D, Denver)

Sen. Judy Amabile (D, Boulder) Sen. Lindsey Dougherty (D, Arvada)

Position: Support

The original bill would have required local governments to adopt the state's tipped minimum wage regardless of increasing the local minimum wage. The introduced bill had an extremely difficult time getting through the House Finance committee so the bill was amended to allow local governments to increase the tip offset in the event they increased the minimum wage beyond the state's minimum wage.

Outcome

The amended bill passed through the House and Senate and was signed by the Governor on June 3rd.

HB25-1237, *Soft Closing of Alcohol Beverage Establishments*

Rep. William Lindstedt (D, Broomfield) Rep. Javier Mabrey (D, Denver)

Position: Monitor

Current law prohibits customers from consuming alcohol after 2:00am at any retail license establishment. HB-1237 would have allowed customers at on-premise retail licensees to purchase alcohol until 2:30am and to consume alcohol until 3:00am. The bill required that all purchased alcohol be removed from the consumption area no later than 3:00am

Outcome

The bill was defeated in its first committee and postponed indefinitely due to pressure from Mother's Against Drunk Driving.

HB25-1282, *Payment Card Network Practices and Fees*

Rep. Max Brooks (R, Castle Rock) Rep. William Lindstedt (D, Broomfield)

Sen. Lindsey Dougherty (D, Arvada) Sen. Barbara Kirkmeyer (R, Thornton)

Position: Support

The bill would have prohibited credit card companies from charging a transaction fee on retailers. The bill also limited how data from fee transactions can be used and what fees can be charged for a disputed transaction. Lastly, the bill would have established a civil action process and penalty amounts for remedying violations.

Outcome

HB-1282 was the most comprehensive bill of its kind in the country. It passed out of the House but was postponed indefinitely in the Senate Judiciary committee on April 28th.

HB25-1286, *Protecting Workers From Extreme Temperatures*

Rep. Elizabeth Velasco (D, Eagle) Rep. Meg Froelich (D, Denver)

Sen. Mike Weissman (D, Aurora) Sen. Lisa Cutter (D, Littleton)

Position: Monitor

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

Some of the requirements include monitoring temperature and humidity conditions and develop a monitoring plan, provide increased air movement and air conditioning in indoor work areas, provide access to shaded or air conditioned areas, provide sufficient water and allow a 15 minute paid rest break from either heat or cold.

Outcome

The bill was introduced early on in session but was not calendared until the last few weeks. Due to the lack of support from the ag community and Governor's office, the bill was postponed indefinitely. We do believe the bill will come back in some form, however and will stay in touch with our ag partners.

[SB25-033](#), *Prohibit New Liquor-Licensed Drug Stores*

Sen. Dylan Roberts (D, Steamboat) Sen. Judy Amabile (D, Boulder)

Rep. Naquetta Ricks (D, Aurora) Rep. Ron Weinberg (R, Loveland)

Position: Monitoring

Beginning April 10, 2025, the bill prohibits the state and local licensing authorities from issuing new liquor-licensed drug store licenses. They may renew existing licenses if the licensee can prove at 20 percent of their gross revenue comes from the sale of food. A person holding this license is also prohibited from changing the location of, merging, selling, converting or transferring a license, except in the cases of the licensee being an independent pharmacy. In which case, the licensee may change the location of or sell or transfer the licensee to another independent pharmacy.

This bill was the paired down version of HB24-1373 which CAVE opposed due to the restrictive provisions set on the placement and ABV limits of wine in grocery stores. Those provisions were not in SB25-033 so CAVE voted to monitor the bill.

Outcome

The bill passed with little difficulty through the process and was signed into law on April 10th.

SB25-128, *Agricultural Worker Service Providers Access Private Property*

Sen. Byron Pelton (D, Yuma) Sen. Dylan Roberts (D, Steamboat)

Rep. Karen McCormick (D, Boulder) Rep. Ty Winter (D, Larimer)

Position: Support

Under current law, an employer may not interfere with an agricultural worker's reasonable access to key service providers. The law permits third parties to have access to an employer's private property to communicate with workers during periods of uncompensated time. In June 2021, the United States Supreme Court ruled in *Ceder Point Nursery v. Hassid* that this access provision violates the fifth amendment takings clause of the U.S. Constitution. SB-128 aligns Colorado state law with the U.S. Supreme Court ruling.

Outcome:

The bill passed through the process without difficulty and was signed into law on May 29th.

SB25-132, *Spiritous Liquor Manufacturer Tastings Conducted*

Sen. Janice Marchman (D, Thornton) Sen. Julie Gonzalez (D, Denver)

Rep. Matt Soper (D, Grand Junction) Rep. Brianna Titone (D, Arvada)

Position: Oppose

SB-132 would have expanded the number of allowable sales rooms for a manufacturing distillery from two to three as well as created a permit to allow manufacturing distilleries to sell all alcohol products purchased from a wholesaler. This bill would have allowed distilleries to compete directly with vintner's restaurants, bars and restaurants without being dually licensed like all other retail classes of license.

Outcome:

After a hard fought effort, CAVE was able to defeat the bill. SB-132 was postponed indefinitely in the last few days of session. We've been told that the bill will return in some form and CAVE is actively working with the bill's sponsors.

SB25-274, *Amend Delivery Requirements to Wine Direct Shipping*

Sen. Robert Rodriguez (D, Denver) Sen. Paul Lundeen (R, Colorado Springs)

Rep. William Lindsedt (D, Broomfield) Rep. Anthony Hartsook (R, Parker)

Position: Support

This bill came as a result of the need for a technical fix to the Liquor Advisory Group's omnibus bill from 2024. Under current law, a driver delivering on behalf of an alcohol beverage shipper licensee must check the recipient's identification to ensure that they are the person who is supposed to receive the delivery, are over 21 and not visibly intoxicated. The bill removes the requirement that the driver check that the person is the intended recipient of the delivery, allowing them to deliver to any person at the address who is over 21.

Outcome:

The bill was introduced late in the session and passed through the process without difficulty. It was signed into law on June 3rd.

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