



Operational Business-Related Changes

ISSUE BRIEF | Senate Bills (SB) 25-078 and 25-083; House Bills (HB) 25-1085 and 25-1300

Background

The legislature this year adopted several bills that impact hospital business operations. From hospital administration to workers' compensation and employment contracts, this issue brief outlines new legislation that creates requirements for certain hospitals.

SB 25-078: Nonprofit Hospitals Collaborative Agreements

SB 25-078 allows private, nonprofit hospitals with fewer than 50 beds to enter into collaborative agreements to increase access to health care. Certain public hospitals are already allowed to enter into collaborative agreements under current law.

HB 25-1085: Public Hospital Boards of Trustees

HB 25-1085 makes changes to public hospital boards of trustees. The bill allows elected or appointed public officials to serve on public hospital boards, removes the requirement that a trustee must examine hospitals twice per month, and moves the deadline for hospital boards to certify the financing amount necessary to maintain the hospital for the next year from Oct. 1 to Dec. 1.

What You Need to Know

SB 25-078 and HB 25-1085 modify organizational operations for certain hospitals.

Timeline

Effective Dates: Aug. 6, 2025

Additional Resources

- [SB 25-078 Final Bill Text](#)
- [SB 25-078 Fiscal Note](#)
- [HB 25-1085 Final Bill Text](#)
- [HB 25-1085 Fiscal Note](#)

SB 25-083: Limitations on Restrictive Employment Agreements

SB 25-083 prohibits employment agreements that restrict the practice of medicine, advanced practice registered nursing, certified midwifery, or dentistry.

What You Need to Know

Current law exempts competition for highly compensated workers from prohibitions on noncompete and nonsolicitation agreements. Under the bill, these exemptions would not apply to agreements that restrict the practice of medicine, advanced practice registered nursing, certified midwifery, or dentistry.

Specifically, the bill prohibits any agreement that restricts a provider who is leaving a practice from providing information to their patients about their new practice or the right to choose your health care provider.

Additionally, current law exempts the purchase or sale of business from prohibitions on noncompete agreements. The bill extends this exemption to ownership shares, partial sales, and, under select circumstances, competition for workers who have a partial ownership of the business.

A provision in an employment agreement that is legally enforceable does not constitute an unlawful restrictive covenant under the bill.

Timeline

The bill applies to employment agreements entered into or renewed on or after the bill's effective date.

Effective Date: Aug. 6, 2025

Additional Resources

- [SB 25-083 Final Bill Text](#)
- [SB 25-083 Fiscal Note](#)

HB 25-1300: Workers' Compensation Benefits Proof of Entitlement

HB 25-1300 expands an injured employee's choice of provider in Colorado's workers' compensation system.

What You Need to Know

Current law requires employers to provide a list of four health care providers for employees to choose from when injured. HB 25-1300 repeals this requirement and allows injured employees to instead select any provider from the list of Level I or II accredited physicians maintained by the Division of Workers' Compensation.

The bill also repeals requirements related to when the employer is a health care provider that could treat the injury "in house."

Employers must notify injured employees of their rights to designate a treating physician. The designated treating physician must be within 70 miles of the employee's work or home (or 100 miles if there is limited availability of physicians in closer proximity). An injured employee who designates a physician may change designated treating physician within 120 days.

Gov. Polis called for the creation of a working group of stakeholders, legislators, and agency staff to develop recommendations for the implementation of the bill and legislation for 2026.

Timeline

The bill's implementation date is Jan. 1, 2028, and the workgroup will be convened to make recommendations for legislation in the 2026 legislative session.

Effective Date: Jan. 1, 2026

Additional Resources

- [HB 25-1300 Final Bill Text](#)
- [HB 25-1300 Fiscal Note](#)
- [Gov. Polis Signing Statement](#)