

CWEPA meeting minutes
Colorado WINS Informational Meeting
6060 Broadway, Denver, CO
April 20, 2022

Board Members Present: Eric Lowery, Casey Westbrook, Kevin Mahan, Darren Chacon, Tony Bonaquista, Cory Bullen, Jenny Campbell

Call to Order: 12:00pm

Members Present/Google Meet/Call in: 58 members

Information: Steven Arauza - COGC Colorado oil and gas commission, Teresa Ryan - Inactive mine reclamation program, Ivy Geilker – Colorado WINS staff

Basics: WINS - workers for innovative and new solutions. WINS is a union job.

- Colorado WINS website: <https://www.coloradowins.org/about/>
- Over 24,000 workers statewide
- Goal is to create protections and security in working for the state

Collective bargaining and goals of the past:

- 16.4% in pay behind private sector in the past
- Fair treatment in workplace
- Improve benefits
- Fill vacancies
- Received the 3% pay increase for 3 years in a row
- State will now have a \$15/hr minimum wage
- Locked in healthcare for the next 3 years
- Annual leave accruals

Upcoming:

- Starting July 1 – Paid family medical leave = 160 hrs every 12 months
- On call pay
- EDI committee established
- Pay study is coming
 - RFP posted 4/19/22 looking for vendors to do the study
 - Will compare all jobs with jobs in the private sector and report back what pay equities should be
 - From there, negotiations will reopen
 - Possible STEP increases for those working with the state for so long
 - Pay Equity Study RFP AABA 2022*0364 was posted to Colorado VSS on Tuesday April 19, 2022; Proposals are due on Thursday May 12, 2022. Here are instructions to view the RFP on Colorado VSS:
 - 1. Go to colorado.gov/vss

- 2. On the left side of the page, click a button that says “Public Access.”
- 3. In the Keyword search, type “Pay Equity Study” and press ENTER. Our RFP should be the only one to appear in the search.
- 4. Click on the button that says “Details.”
- 5. There is a tab that says “Attachments.” Click on that tab. It will bring you to a section that shows all six attachments associated with the RFP.
- 6. Download the attachments. Similarly to the “Attachments” tab there is an “Events” Tab which shows all deadlines for potential Offerors. I mention this because written Offeror Inquiries are due to us Monday April 25, 2022, at 12:00pm Mountain Time, as adjusted for Daylight Savings.
- Agency negotiations
 - Different agencies have different needs
- DNR does not currently have a Labor Management Committee (LMC).

Colorado WINS contract: https://drive.google.com/file/d/1250Sqhff0LS6gWL_qyY0z0iZfnhFxB1D/view

Dues: Are in the WINS constitution and are re-evaluated every 5 years. 1.5% of salary currently for dues

Steward Interest Form: https://secure.everyaction.com/1IXUJP_VsESdeD7zFPnASw2

Contract Dispute Form: <https://www.coloradowins.org/dispute-resolution-form/>

Ivy contact info: 720-314-8019. igeilker@cowins.org

Steven contact info: 970-579-1182

Teresa contact info: teresa.ryan@state.co.us

Fun Facts: Union members earn better wages and benefits than workers who aren't union members. On average, union workers' wages are 11.2% higher than their nonunion counterparts. Ninety-six percent of union workers have employer-provided health insurance, but only 69% of nonunion workers do. Unions help bring more working people into the middle class. In fact, in states where people don't have union rights, workers' incomes are lower.

COPE - committee on political education

political committee meetings every other Monday via zoom 6pm

Resources:

<https://www.coloradowins.org/resources/>

<https://www.coloradowins.org/join/>