

# Colorado WINS

## TIMELINE OF ACCOMPLISHMENTS



**Colorado WINS** is the only organization working toward better pay, benefits and working conditions for state employees. WINS is a member-driven, democratic organization where members set the priorities. Members decide what is important for them to work in partnership with the State.

**2007** Governor signs Executive Order giving state employees the right to choose an organization to negotiate improvements to jobs and services.

**2008** Colorado WINS elected as the exclusive representative for state employees, with the ability to negotiate collectively statewide and by department.

**2009** WINS members elect statewide negotiating teams on healthcare, compensation, and workplace issues. The first DOC Bargaining Team holds negotiations between WINS and DOC Management. Colorado WINS Constitution and Bylaws are ratified and the first Executive Board is elected.

**2010** To offset a raise in employee contribution to PERA, WINS members secure \$7 million that was put back into healthcare.

### **2011 AT THE LEGISLATURE:**

- Saved state workers \$15 million by defeating an attempt to increase gross pay cuts to 4.5%.
- Protected benefits for part-time state workers.
- Protected PERA benefits.

### **IN DEPARTMENTS:**

- Won safety mirrors and keys to dining halls for dietary staff to improve worker safety at Colorado Mental Health Institute at Pueblo.
- Got management to recognize the importance of Employee Management Committee (EMC) at the Pueblo Regional Center.

### **2012 END OF 2.5% PERA SWAP**

- Between July 2010 and July 2012, state workers were forced to pay an additional 2.5% into PERA (10.5% total). WINS members delivered nearly 5,000 signatures and postcards, asking to restore the 2.5% cost shift. This kept about \$20 million in employees' pockets.

### **LOWER MEDICAL PREMIUMS**

- The initial state budget passed the \$15 million medical premium increase onto state employees. Due to our efforts, the Joint Budget Committee (JBC) voted that state employee contribution for premiums will not increase. This was the first time in at least 4 years that employees did not pay more for healthcare premiums.

### **2012 END OF PAY FOR PERFORMANCE**

- The state's broken Pay for Performance system was replaced with Merit Pay, which prioritizes moving employees through pay ranges and removes financial incentives for departments to institute quotas.

### **500 JOBS SAVED**

- When a JBC impasse threatened to cut 500 DOC jobs, WINS members fought back. While the JBC approved a 1% budget reduction, they made it clear that divisions will manage the cuts without layoffs.

### **SAFETY IN DYS**

- Teaching staff in Mount View Youth Services were able to get mirrors installed in their classroom for better safety for staff and youth.

### **2013 AT THE LEGISLATURE:**

- First raise in four years: The FY 2013-14 budget included a 2% base-building raise and funding for Merit Pay raises of up to 2.4% for Colorado state employees.
- Lower healthcare premiums: The original budget proposal covered only half of the projected premium increase, but members secured millions in additional funding to fully cover Health/Life/Dental premium increases.
- End of 28-day system in DOC: Passage of Senate Bill 210 ended the 28-day system for corrections officers, improved overtime pay and established work period and compensation practices "through discussions with employees," among other solutions.

### **IN DEPARTMENTS:**

- Improved Sick Time policy at Colorado Mental Health Institute at Pueblo (CMHIP).
- CMHIP workers revitalized the EMC process and found solutions to a flawed sick time policy. As a result, management updated the policy to include input from front line staff.

## 2014 AT THE LEGISLATURE:

- Secured a second raise in as many years for state workers. The budget included a 2.5% cost of living increase and a 1% Merit Pay raise.
- Kept Health/Life/Dental premiums from going up for state workers.
- Protected PERA benefits.

### IN DEPARTMENTS:

- Went back to the Partnership table in DHS and DOC to improve working conditions through employee input on policies and requirements.
- Created a CDOT member team to help with the Performance Plan review process.
- Established a Steward structure in CDOT to represent workers and their interests in their discussions with management.
- Worked with Parole Officers to get them necessary equipment, including bulletproof vests and radios.

## 2015 AT THE LEGISLATURE:

- We secured a 1% across-the-board and 1% Merit Pay wage increases for all state workers.
- We secured \$8.4 million toward state employee healthcare premium costs (lowering the overall increase by more than 66%).

### IN DEPARTMENTS:

- Formed the DYC Safety Subcommittee to work on policies and procedures that would make facilities safer for both staff and residents. For example, they've redefined the "Time Out" policy for youth offenders involved in major incidents.
- Division of Parole members participated in a lengthy survey about their compensation and treatment at work. We surveyed more than a third of all Parole Officers in the state and put together an analysis of the results.
- Began a Fight for \$15 campaign for all state workers.
- Workers at University of Colorado Boulder (CU-Boulder) collected more than 1000 signatures for their Fight For \$15, organized and led a rally to deliver the petitions to the University's Chief Financial Officer, and had a first meeting with University management to discuss a \$15/hr minimum wage for the campus.

## 2016 AT THE LEGISLATURE:

- Protected employee take home pay in a year in which almost every other budget item faced cuts.
- Secured full funding for Health/Life/Dental premiums and the state's PERA contributions in FY 2016/17.
- As a direct result of member lobbying, we defeated a proposed amendment to take away \$1 million in funding for staffing in DYC.

Successfully lobbied to keep full funding for nearly 100 jobs in the state's Clean Air program.

- Endorsed 68 local candidates in Colorado's elections by distributing questionnaires, holding interviews, and asking candidates questions about state employee issues.

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## IN DEPARTMENTS:

- In the Dept. of Human Services (DHS), we clarified student loan forgiveness programs for state employees, created a safer work environment at the Div. of Youth Corrections through a safety subcommittee, and strengthened facility Employee Management Committees. We also got DHS to commit to address pay compression for nurses and social workers and to prioritize the reduction of overtime in 2017.
- Workers at CU-Boulder and UCCS received raises after petitioning their respective Chief Financial Officers and the Board of Regents for a living wage across the CU system.
- Delivered more than 1400 signed postcards to the Governor, telling him state employees need a 6% raise and a commitment to Partnership.
- Recruited and trained almost 50 Stewards from more than 20 facilities throughout the State to ensure workers have a voice in their workplace.

## 2017 AT THE LEGISLATURE:

- WINS members secured a 1.75% across-the-board increase with an additional 0.75% in Merit Pay increases, for a total of 2.5% raise.

### IN DEPARTMENTS:

- Launched DOC legislative and planning meetings after having met with other states' DOC unions in Michigan.
- Organized the Southern Colorado Correctional Conference to discuss the real issues in DOC and connect workers with legislators and people considering running for office.
- Elected a new DHS Partnership team, which meets quarterly with management to address issues that impact the department.
- Worked with DHS to submit a budget request for compression pay for direct care in the Mental Health Institutes which legislators approves in 2018.
- Helped the inspectors at Dept. of Regulatory Agencies get safety equipment, including hats, vests and steel shoes.

## 2018 AT THE LEGISLATURE:

- Secured a 3% across-the-board raise for state employees.
- Salary Adjustments for Mental Health Institutes' direct care workers, who faced pay compression for several years (where salary for incoming workers was higher than that of veteran care staff).
- Reduced retirement age for new Correctional Officers.
- Worked to extend benefits for survivors of state employees who die in a work-related death from less than a month to more than 12 months.
- Secured funding for rising healthcare costs so no employees see a decrease in take home pay.
- Shored up the retirement fund with only some compromises.



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