

Welcome  
to YOUR  
Union



# Welcome to your union!

*Your decision to join Colorado WINS gives you and all state employees more power to do together what none of us could ever do alone. As the engine that makes Colorado run, we all take great pride in our work and also know that we can do even better in union.*

But the path is not always easy. This year we fought - and won - to pass a collective bargaining bill that will do so much to improve our wages and benefits and give us access to the tools and resources that we desperately need. Together in our union, we can go to work every day knowing that we are in the best position to succeed in our jobs and to serve the great people of Colorado.

Joining the union is just the first step towards making positive changes in the workplace and protecting your job and the services you provide.

If you have any questions about your membership, please email [join@cowins.org](mailto:join@cowins.org) or call (720) 614-1547 and we'll be happy to help.

Welcome to your union family!

In Unity,

Skip Miller  
President

Hilary Glasgow  
Executive Director

Rita Uhler  
Treasurer

Jane Wilson  
Secretary



# How We Communicate

Watch these spaces for information about specific ways you can help build power for state employees. We cannot do this without the help of each and every member. Members like you make all the difference.



## Facebook

[www.facebook.com/ColoradoWINS](http://www.facebook.com/ColoradoWINS)

This is our Facebook page. You can access our Facebook group for state employees here too. Watch this page for pictures, news, and victories from our union family.



## Twitter

[@coWINSpolitics](https://twitter.com/coWINSpolitics)

This is primarily for our political seasons. We connect with elected officials and share our electoral victories here.



## Instagram

[@coloradowins](https://www.instagram.com/coloradowins)

We are still growing our instagram! Now we use it for calls to action in the community and connecting with organizations that share our interests.



## Website

[www.coloradowins.org](http://www.coloradowins.org)

Pardon our mess - we are under construction! This is the best way to find information about our union. Don't worry - we are building a new website that will be easier to navigate!



## Email

*Look for emails from Skip Miller!*

We use monthly emails to connect with all state employees and regularly communicate with our members via blast email. If you notice you are not receiving emails, please email [mgriffith@cowins.org](mailto:mgriffith@cowins.org) so we can get you on the list!



## Texting

*We'll reach out via text as well!*

We will also reach out occasionally via text message.

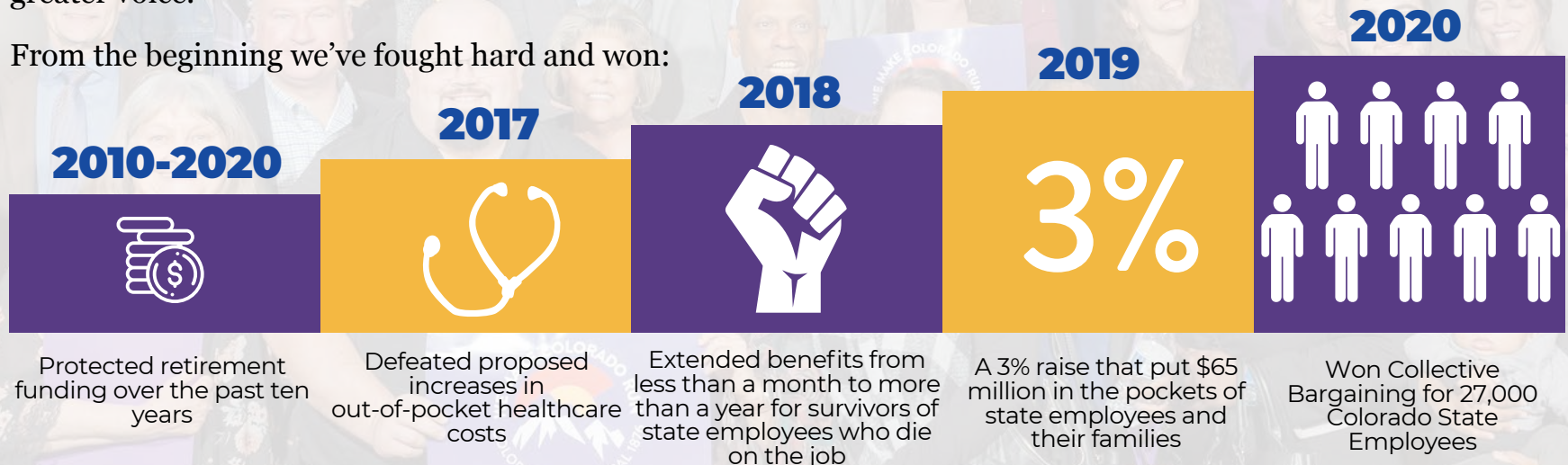
# We Make Colorado Run

## Welcome to your union: Colorado WINS

Colorado WINS is the only union representing people who work for our state. In our union, we work in partnership with the state to improve working conditions, safety, quality of services, pay and benefits, and more to ensure that we have good jobs and provide great services to everyone who calls Colorado home.

Colorado WINS was born in 2007 when state employees decided to pool their resources and come together for a greater voice.

From the beginning we've fought hard and won:



**In good times we grow our power, in tough times we protect our wins**

*[Read more about our victories at www.coloradowins.org](http://www.coloradowins.org)*

# Who We Are

Colorado WINS is the union representing 30,000 state employees who are “classified”. If you’re not sure you are covered, feel free to email [info@cowins.org](mailto:info@cowins.org).

We work to improve quality of services, safety, pay and benefits, working conditions, conflict resolution, staff attrition and more to ensure an effective workforce to serve all Coloradans. We are snow plow drivers, nurses, and corrections officers. We are working people - black, white, and brown - from the Western Slope to the Eastern Plains, who join together in action to have a say in what happens on the job and in our communities.



**We know that the opportunity to join a union — no matter where you work — is the best way to raise wages, improve working conditions, create family-sustaining jobs and begin to fix the rigged economy.**

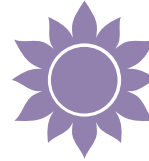


What is a union? The meaning is right there in the name: Unity. A union is a group of workers who band together to bargain for what is fair and right for their families and their communities. Together, we raise standards and fight to make sure no worker is left behind. There’s another way to spell union, it’s P-O-W-E-R.



# What We Do

## *We're Fighting for Workers All Year*



### Jan. - April

During Legislative Session members are at the capitol lobbying legislators for workers' interests, like wages and protections for our retirement.

### May - June

Now that we have secured victories at the state house, we educate our membership on any new legislation. We also work with management to ensure that new policies will be rolled out smoothly at departmental levels.

### July - August

During the summer we have programs with our coworkers to prepare for election season and set our goals and objectives for the next electoral cycle.

### Sept. - Dec.

We know that we need elected officials who put working people first in their policies, not corporations or special interest groups. During Election Season we work hard to elect people who will fight for state employees and their families. From endorsements to door knocking, we are hands on during the elections!

**During the year, we also hold smaller membership meetings at worksites and other opportunities to connect with your union family.**

# Ways to get involved



**This is  
our power**



## Political Engagement

As a strong union, we have to elect pro-union candidates. We need to vet and endorse candidates, then hold them accountable once they are elected. Lobby Days and town halls help us engage legislators so they will support and enforce our negotiated working conditions and benefits.



## Membership Growth

To be a strong union we have to constantly work to build our power and our numbers. This committee will grow our membership by talking to members and recruiting potential members. It's important that as we build power we move our coworkers to action and demonstrate our union power, especially around the new contract.

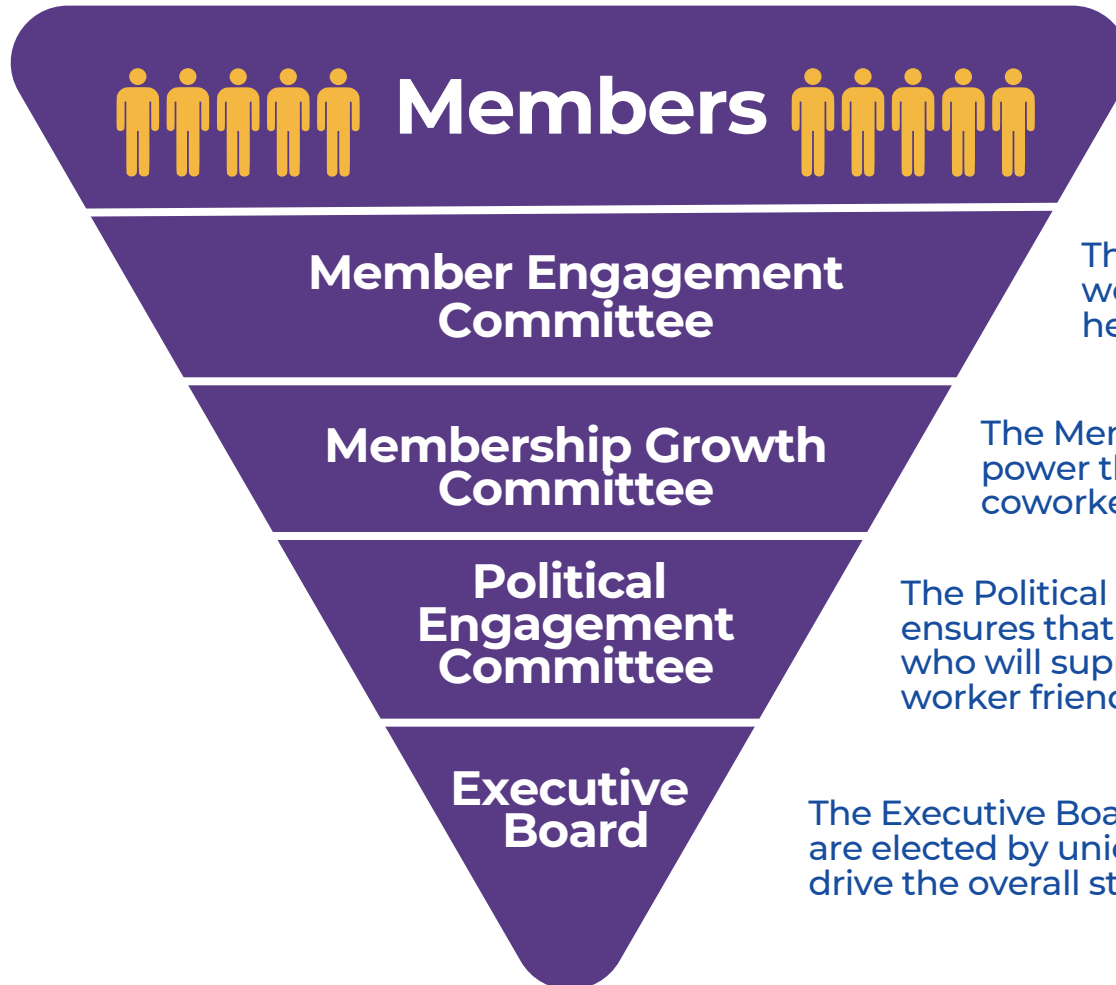


## Member Strength

We also want all members to feel welcome in our union. When everyone feels like the union is representative of them, they will feel comfortable stepping up and exercising their power. Engaging with new and potential members means presenting at NEOs and engaging new members. All need to feel welcome included and informed about our contract actions.

# How It Works

*It all starts with membership. Members direct everything that happens in our union. We are at the heart of every decision Colorado WINS makes, because we make the decisions.*



Members are the biggest and most important part of how our union works. We elect our leaders and compose our committees.

The Member Engagement Committee welcomes new hires and members and helps everyone find their role in our union.

The Member Growth Committee builds our power through outreach to their coworkers to recruit new members.

The Political Engagement Committee ensures that we elect leaders into office who will support pro-union legislation and worker friendly programs.

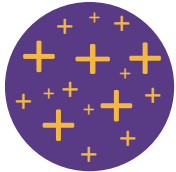
The Executive Board are union members who are elected by union members to create and drive the overall strategy for our union.



# Union Dues: An Investment in Power

1.5%

Dues are 1.5 percent of salary. By choosing to be a union member, you are making a small investment in a greater cause.



When thousands of small investments from members throughout the state come together as one, our union has the resources needed to keep fighting to win collective bargaining and a strong contract.



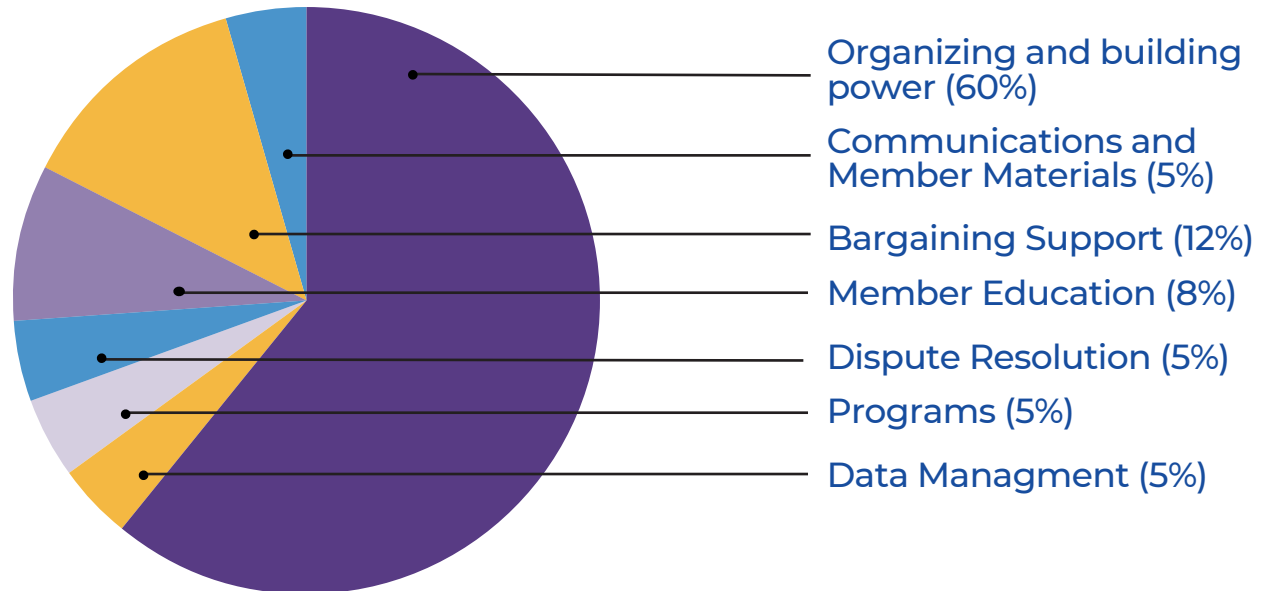
With a contract, state employees will see an even bigger return on their investment through guaranteed wage increases and better benefits.



Equal pay and an end to merit-based raises will make employees of all demographics and seniority feel valued.



*In 2020, member dues were used to distribute masks across the state*



# SEE YOU AT THE CAPITOL!

*COPE is our voice, our vote and our power.*

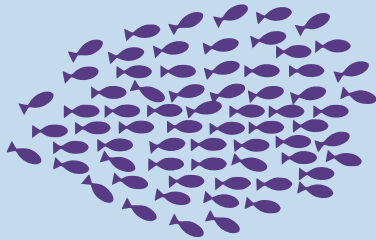
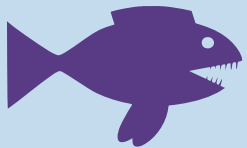
COPE stands for “Committee on Political Education” and it is the political arm of Colorado WINS. It allows us to mobilize members to be a powerful force in the political process.

Voluntary contributions to COPE also provide financial support to politicians who support state employees. Each contribution helps build our power and level the playing field. Together we can hold our political leaders accountable to ensure we have respect on the job, good wages and benefits, and are put in a position to do the best job we can.



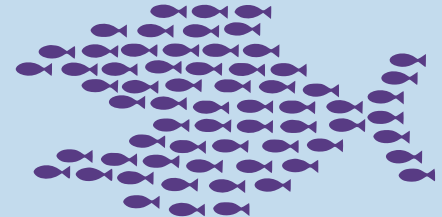
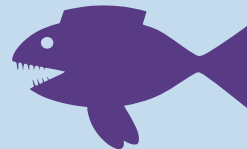
# BUILDING POWER

Teachers, construction workers, and professionals across industries come together to form unions to have collective power and create positive changes for their jobs, communities, and families. That's what we're doing at Colorado WINS. But corporate interests contribute enormous sums of money to influence legislation and regulations. They want to keep wages low and block our efforts to win victories for working people by spending their money misleading workers about what a union is and what we are doing. Individually, each of us is no match for their power.



*Don't Hide!*

*Organize!*



That's why we must use our membership strength and ability to pool our money to fight for issues that make our communities better. If we don't, we can't hold lawmakers accountable for protecting our rights and the rights of the Coloradans we serve. We collect voluntary donations to our Committee on Political Education (COPE) to expand and preserve workers' rights on the job, protect our patients, and preserve appropriate funding for the services our hospitals provide.

**COPE CONTRIBUTIONS + MEMBER ACTIVISM = POWER!**

# What to Do If Someone Asks You to Drop Your Membership

If someone approaches you,  
*ask yourself why?*

They don't care what you spend your money on.

Unions protect working families. As long as we're strong in our union, dark money organizations and their billionaire funders can't get their hands on money invested each year in public services -- like education, public safety, and healthcare.

**Because we are stronger together!**

**If contacted, let us know**

Our union needs to know when anti-union messaging is being shared! Send an email to [info@cowins.org](mailto:info@cowins.org) immediately and share any information you have about the attacks!

# Welcome to Our Union

Welcome to the Colorado WINS union family! We are excited to have you! I'm Skip Miller, a state employee at the Colorado School of Mines, and also President of our union! I've worked with the state of Colorado for years, so if you have any questions, feel free to reach out.

I was just like you when I accepted a job with the state of Colorado. I knew it would be a good, honest career that paid well enough to raise a family and had an excellent benefits package. I wanted to give back to this great state that we call home.

Unfortunately, my experience was not what I expected. Our compensation is not keeping up with the rising cost of living here and we are not receiving the resources and respect we deserve as professionals. I joined our union to fix these issues for myself, my coworkers, and the employees who come after me.

In this union, we work to ensure every state employee has enough. Enough training, enough support, enough of what you need to keep Colorado running. We can't do it without people like you. Here, your dedication matters.

Our union is only as strong as we make it. Your membership means you have taken the first step to make our jobs, our communities and the services we provide better. Now the next step is to participate in one of the many ways to help build state employee power.

If you do one thing today, follow us on Facebook. This is where we post the most up to date information and share news about our victories.

We're proud that our union is run by members, for members. We've won great things together—for ourselves and for our communities—and we'll continue to win when members like you show up, in big ways and small.

Your membership means you are ready to show up for state services, your wages, benefits and retirement.

Once again, welcome to the Colorado WINS union family. I can't wait to see what we will accomplish together!

In solidarity,

Skip Miller  
President, Colorado WINS



# Leadership and Contact Information

## Officers

### **Skip Miller**

President  
Colorado School of Mines

### **Jane Wilson**

Secretary  
Health Care Policy and Financing

### **Pat Roybal**

Treasurer  
Adams State University

## Staff Leadership

### **Hilary Glasgow**

Executive Director  
[hilary.glasgow@cowins.org](mailto:hilary.glasgow@cowins.org)

### **Nicholas Voss**

Programs Coordinator  
[nicholas.voss@cowins.org](mailto:nicholas.voss@cowins.org)

## Offices

### **Denver Headquarters**

2525 W. Alameda Avenue  
Denver, Colorado 80219  
720-614-1547

### **Pueblo Office**

304 S. Union Avenue  
Pueblo, Colorado 81003  
719-545-0677

For help with grievance issues,  
contact Pam Cress at  
719-948-7064 or  
[pamela.cress@cowins.org](mailto:pamela.cress@cowins.org)

For other questions please email  
[info@cowins.org](mailto:info@cowins.org)

# Staff Contact Information

## Northern Colorado Staff

### **Khalid El-Kolalli**

Organizer

[khalid.el-kolalli@cowins.org](mailto:khalid.el-kolalli@cowins.org)

### **Sharron Pettiford**

Organizer

[spettiford@aftcolorado.org](mailto:spettiford@aftcolorado.org)

### **Jamie Simpson**

Organizer

[jsimpson@cowins.org](mailto:jsimpson@cowins.org)

### **Vinu Zachariah**

Organizer

[vzachariah@cowins.org](mailto:vzachariah@cowins.org)

## Southern Colorado Staff

### **Eric Shaffer**

Senior Organizer

[eric.shaffer@cowins.org](mailto:eric.shaffer@cowins.org)

### **Ashley Swank**

Organizer

[aswank@cowins.org](mailto:aswank@cowins.org)

## Statewide Support

### **Favio Flores**

Data Specialist

[fflores@cowins.org](mailto:fflores@cowins.org)

### **Madeline Griffith**

Communications Strategist

[mgriffith@cowins.org](mailto:mgriffith@cowins.org)