



Do you know the Union Difference?

With collective bargaining, we won:

- ✓ The right to negotiate a legally enforceable contract
- ✓ The strength to work together with the State to solve problems and find real solutions
- ✓ The ability to negotiate an agreement with the State on multi-year wage increases
- ✓ A commitment from the State to fight for funding for our negotiated and ratified contract
- ✓ The ability to level the playing field for all employees, regardless of race, religion, or your background, because at the end of the day every state job should be a good state job.

Without collective bargaining, we had:

- ✗ Voluntary agreements that the State could honor or ignore
- ✗ Increased costs for healthcare and retirement that went up with little ability to impact the increases
- ✗ No multi-year agreement on wages
- ✗ Limited influence on policy decisions through Employee Management Committees
- ✗ No clear mechanism to address race, gender, and economic disparities in state employment

FINALLY WE HAVE THE OPPORTUNITY TO BARGAIN WITH THE STATE AROUND ISSUES THAT ARE IMPORTANT TO US: WORKPLACE SAFETY, STRONG BENEFITS AND RETIREMENT, AND A FAIR WAGE.

**CHECK OUT MORE ONLINE AT
WWW.WEMAKECOLORADORUN.ORG**