



Dear State Employees:

In an [email dated March 2](#), we informed you of the Colorado Partnership for Quality Jobs and Services Act making its way through the Colorado General Assembly. Governor Polis signed this bill into law on June 16. [The Act](#) recognizes Colorado WINS (WINS) as the certified employee organization, also known as a union, for most classified employees.

The "Colorado Partnership for Quality Jobs and Services Act" grants collective bargaining rights to Colorado state employees. The law creates "formal labor-management partnerships between state employees and the executive branch of state government." It gives state employees the right "to enter into a dialogue, through a collective voice, about wages, hours, and terms and conditions of employment." The purpose of this law is to ensure that the state and state employees, through their chosen representative, work to provide quality services for Coloradans.

The Act requires WINS to represent all covered employees. Generally, covered employees are employees in the state personnel system, also known as classified employees. There are exceptions, though, including confidential employees, managerial employees, executive employees, administrative law judges, hearing officers, state troopers, employees in the legislative branch, and temporary employees.

### **Process for Directing State to Not Provide Personal Information**

The state is obligated to provide WINS with home address, home and mobile phone numbers, and personal email addresses for each covered employee, so that

WINS is able to carry out its obligations under the Act to represent covered employees.

The law also provides a process by which covered employees can direct the state to not provide this information to WINS. The Act requires WINS to treat personal information as confidential and may not release the information to any third party except for the purpose of carrying out the certified employee organization's duties under the Act.

To direct the state to not provide your personal information to WINS, you will need to complete a [web form](#) that will allow you to opt out of providing this information to WINS. Please note that you will have until August 15, 2020, to opt out. Employees in institutions of higher education will have until August 31 to opt out. If no election is made, your personal information will be shared with WINS. You can change your decision to opt out or in at any time.

If you shared your personal information with WINS and no longer wish to be contacted, you will need to contact WINS directly at [info@cowins.org](mailto:info@cowins.org) or (720) 614-1547 in addition to changing your election with the state.

In the near future, the state and WINS will begin to negotiate, in good faith, the first statewide partnership agreement that covered employees will have the opportunity to ratify. We will continue to keep you informed as more is known.

For now, we have included some frequently asked questions about the Colorado Partnership for Quality Jobs and Services Act for your reference below. Should you have any further questions, please reach out to the Division of Human Resources Labor Relations team who can facilitate getting you answers at [dpa\\_laborrelations@state.co.us](mailto:dpa_laborrelations@state.co.us).

With appreciation,

A handwritten signature in blue ink that reads "Kara Veitch". The signature is written in a cursive, flowing style.

Kara Veitch  
State Personnel Director