

Charter Amendment Referral for Collective Bargaining for City and County of Denver Workers

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Charter amendment referral means Denver voters decide

If the charter amendment is successfully referred to the ballot, voters will decide whether or not to grant employees of the City and County of Denver the rights to collectively bargaining.

The charter amendment language will include standard language and pull from Denver labor law for the Firefighters, local labor policy for the Denver K-12 teachers, and federal labor law.



What do collective bargaining rights mean?

Collective bargaining means employees and their employer sit down to negotiate and come to agreement on terms and conditions of employment.

Currently Denver teachers, Denver firefighters, and Denver police all have collective bargaining.

As do most workers in large American cities like Denver. In the United States, three-quarters of private-sector workers and two-thirds of public employees have the right to collective bargaining.



Collective bargaining is good for workers and the public

Collective bargaining is in the public interest. When public workers have the ability to collectively address workplace issues they are better able to advocate for the public they serve.



Collective bargaining is a basic human right

The right to collective bargaining also is recognized by international human rights conventions. The freedom to form and join a union is core to the U.N. Universal Declaration on Human Rights and is an “**enabling**” right—a fundamental right that ensures the ability to protect other rights.

- Collective bargaining is a way to solve workplace problems
- Collective bargaining **reduces wages gaps based on race and gender** and provides protection against discrimination.
- Workers with collective bargaining report **higher job satisfaction**
- When workers have collective bargaining their **workplaces are safer**



How do collective bargaining rights work?

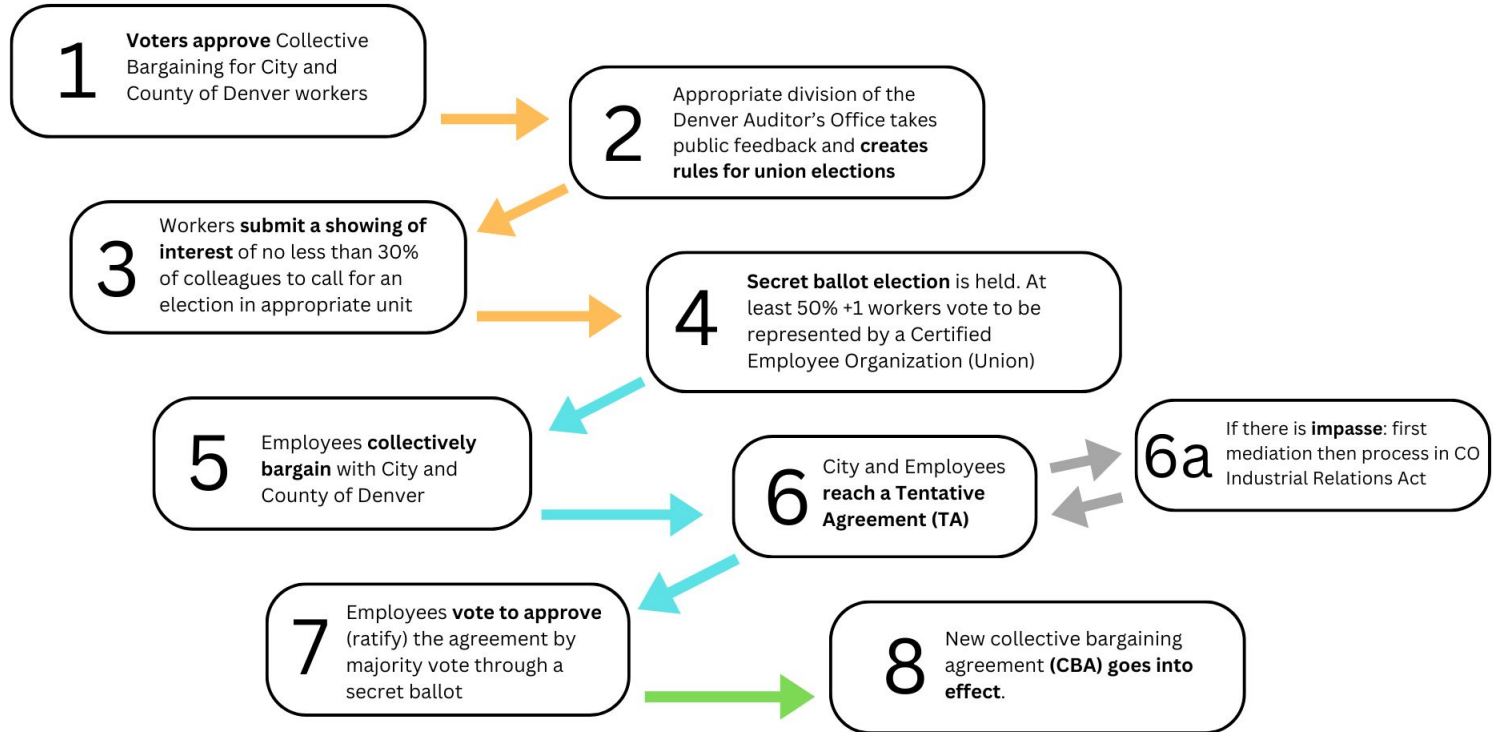
Collective bargaining rights give Denver employees the opportunity to vote for or against union representation if at least 30% of them want to pursue such a vote.

If the majority of voters in an appropriate bargaining unit vote for union representation, they will go into negotiations with the city.

When the parties come to an agreement, the workers must vote to approve, or ratify, the Collective Bargaining Agreement before it goes into effect.



Steps for Collective Bargaining



Who will be impacted?

- Most non-supervisory, non-confidential employees of the City and County of Denver
- Includes: library workers, parks and rec workers, public health workers, human services workers, Denver water, public works workers and more.
- Existing CBAs will not be impacted
- Some workers may never form unions



Collective bargaining for City and County of Denver workers is long overdue.

Coverage

Except for public safety, most of the 11,000 employees in the City and County of Denver do not have collective bargaining rights.

Comparison

Denver is a solitary outlier among peer cities; every single other democratically controlled large US city in purple or blue states has CB for its municipal workforce.

County workers

Since 2022, all county workers in Colorado have collective bargaining rights.



1	Name	Party	City	State	Population (2022 estimate)[1]	City Size Rank	Term start	Form of government	CB for Employees
2	Eric Adams	Democratic	New York City	New York	8,335,897	1	January 1, 2022	Mayor-council	Yes
3	Karen Bass	Democratic	Los Angeles	California	3,822,238	2	December 11, 2022	Mayor-council	Yes
4	Brandon Johnson	Democratic	Chicago	Illinois	2,665,039	3	May 15, 2023	Mayor-council	Yes
5	Cherelle Parker	Democratic	Philadelphia	Pennsylvania	1,567,258	6	January 2, 2024	Mayor-council	Yes
6	Todd Gloria	Democratic	San Diego	California	1,381,162	8	December 10, 2020	Mayor-council	Yes
7	Matt Mahan	Democratic	San Jose	California	971,233	13	January 1, 2023	Council-manager	Yes
8	Andrew Ginther	Democratic	Columbus	Ohio	907,971	16	January 1, 2016	Mayor-council	Yes
9	London Breed	Democratic	San Francisco	California	808,437	18	July 11, 2018	Mayor-council	Yes
10	Bruce Harrell	Democratic	Seattle	Washington	749,256	20	January 1, 2022	Mayor-council	Yes
11	Mike Johnston	Democratic	Denver	Colorado	713,252	21	July 17, 2023	Mayor-council	No
12	Muriel Bowser	Democratic	Washington	District of Columbia	671,803	25	January 2, 2015	Mayor-council	Yes
13	Michelle Wu	Democratic	Boston	Massachusetts	650,706	27	November 16, 2021	Mayor-council	Yes
14	Ted Wheeler	Democratic	Portland	Oregon	635,067	28	January 1, 2017	Commission	Yes
15	Mike Duggan	Democratic	Detroit	Michigan	620,376	30	January 1, 2014	Mayor-council	Yes
16	Brandon Scott	Democratic	Baltimore	Maryland	569,931	31	December 8, 2020	Mayor-council	Yes
17	Cavalier Johnson	Democratic	Milwaukee	Wisconsin	563,305	32	December 22, 2021	Mayor-council	Yes
18	Tim Keller	Democratic	Albuquerque	New Mexico	561,008	33	December 1, 2017	Council-manager	Yes
19	Darrell Steinberg	Democratic	Sacramento	California	528,001	36	December 13, 2016	Council-manager	Yes
20	Quinton Lucas	Democratic	Kansas City	Missouri	509,297	38	August 1, 2019	Council-manager	Yes
21	Rex Richardson	Democratic	Long Beach	California	451,307	44	December 20, 2022	Council-manager	Yes
22	Sheng Thao	Democratic	Oakland	California	430,553	46	January 9, 2023	Mayor-council	Yes
23	Jacob Frey	Democratic	Minneapolis	Minnesota	425,096	47	January 2, 2018	Mayor-council	Yes

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Support for unions and collective bargaining is at a historic high

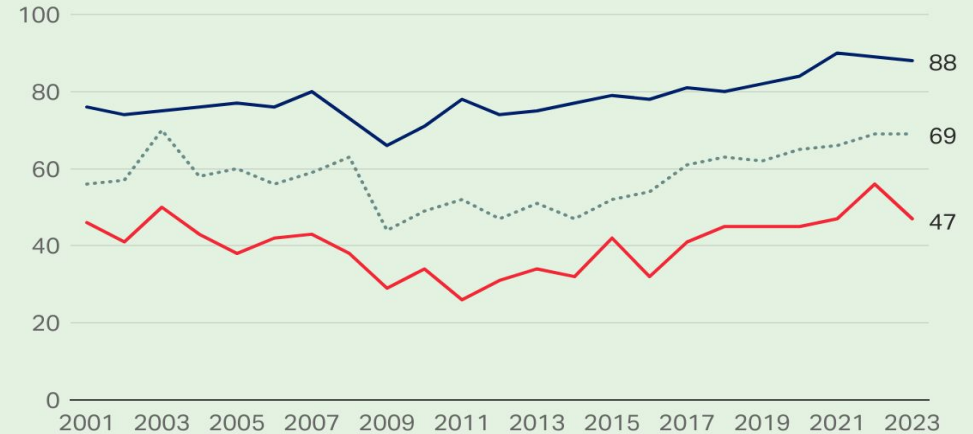
Recent polling shows strong support for collective bargaining and unions among Americans. 67% of Americans approve of unions in 2023.

Approval of Labor Unions, by Party ID

Do you approve or disapprove of labor unions?

% Approve

— Democrats - - - Independents — Republicans



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Career Service

- Career service rules will remain the default for now. No changes overnight; no wholesale changes.
- Workers will continue to be covered by CSA until conditions are altered through collective bargaining
- Through negotiations, workers could collectively bargain to keep CSA protections
- Some workers may never form unions or form them decades in the future, until then CSA will apply



**Collective
bargaining
works elsewhere.
It will work here.**



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**Should Denver grant these
basic human rights to City and
County workers?**

Let's let Denver voters decide.



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Questions?

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