



March 2025

To: House Business Affairs & Labor Committee  
Re: SB25-005— Worker Protection Collective Bargaining

Dear Committee Members,

The American Association of University Women (AAUW) is one of the oldest women's organizations in the country, empowering women since 1881. The mission of AAUW is to advance equity for women and girls through research, education and advocacy. More than 700 community leaders are members of AAUW branches around Colorado.

Over the years, progress has been made in achieving equal pay for women. Yet, hurdles remain, and unfair labor practices harm working women the most. Unions play an important role in protecting worker rights, safety and earnings. SB005 strengthens Colorado's labor laws by eliminating the current requirement for multiple elections when negotiating a union security agreement in collective bargaining. By streamlining the process, SB005 will benefit more working women, their families and our Colorado economy.

AAUW of Colorado strongly supports Senate Bill 005 and requests your YES vote in committee and throughout the process of becoming a law.

Thank you for your consideration,

A handwritten signature in blue ink that reads "Su Ryden".

**Su Ryden**  
**AAUW of Colorado Public Policy Co-Director**

16699 E. Kentucky Ave. • Aurora, CO 80017  
303.898.5797  
[suryden25@gmail.com](mailto:suryden25@gmail.com)

*American Association of University Women--AAUW is a top-rated 501(c)3 charitable organization whose mission is to advance gender equity for women and girls through research, education, and advocacy.*



March 2025

To: House Business Affairs & Labor Committee  
Re: SB25-005— Worker Protection Collective Bargaining

Dear Committee Members,

The American Association of University Women (AAUW) is one of the oldest women's organizations in the country, empowering women since 1881. The mission of AAUW is to advance equity for women and girls through research, education and advocacy. More than 700 community leaders are members of AAUW branches around Colorado.

Over the years, progress has been made in achieving equal pay for women. Yet, hurdles remain, and unfair labor practices harm working women the most. Unions play an important role in protecting worker rights, safety and earnings. SB005 strengthens Colorado's labor laws by eliminating the current requirement for multiple elections when negotiating a union security agreement in collective bargaining. By streamlining the process, SB005 will benefit more working women, their families and our Colorado economy.

AAUW of Colorado strongly supports Senate Bill 005 and requests your YES vote in committee and throughout the process of becoming a law.

Thank you for your consideration,

A handwritten signature in blue ink that reads "Su Ryden".

**Su Ryden**  
**AAUW of Colorado Public Policy Co-Director**

16699 E. Kentucky Ave. • Aurora, CO 80017  
303.898.5797  
[suryden25@gmail.com](mailto:suryden25@gmail.com)

*American Association of University Women--AAUW is a top-rated 501(c)3 charitable organization whose mission is to advance gender equity for women and girls through research, education, and advocacy.*

## **Joint Written Testimony of Denver City Council Members – SB25-005**

On March 13<sup>th</sup>, the House Business Affairs and Labor committee will consider SB25-005: Worker Protection Collective bargaining, a bill that would enhance workers' freedom to form unions and collectively bargain. As Denver City Council members, we have fought to grant collective bargaining rights to Denver's public employees and have supported countless workers in the private sector in their unionization and bargaining efforts. SB25-005 would remove outdated, anti-worker provisions from Colorado statute that create uniquely steep barriers for workers to secure full collective bargaining rights that are otherwise guaranteed under federal labor law. Removing these provisions strengthens workers ability to improve their wages and working conditions, and will benefit Denverites overall.

---

SB25-005 would eliminate the current requirement for a second vote with 75% supermajority approval in order for unionized employees to negotiate a union security agreement clause in the collective bargaining process. This second election currently prohibits many unions from gaining key protections such as dues collection from all covered workers, protections that allow the unions to function and serve their bargaining unit sufficiently. This second election requirement was enshrined in statute through the "Labor Peace Act" over eight decades ago.

The so-called "Labor Peace Act", passed in 1943, came just eight years after the passage of the National Labor Relations Act (NLRA) as a business-backed counter effort to undermine the new federal labor law and constrain the growth of unions. At a time when multiracial organizing of hyper-exploited Black, brown, and immigrant workers was leading to the growth of union activity, influential mining companies relied on state power to weaken workers' ability to organize for their rights.

After passage of federal legislation that effectively preempted the second election provision and a court ruling that allowed it to be reenforced, Colorado reinstated the second election requirement in 1977. The share of workers covered by a union contract has declined since despite steady increases in the number of workers nationally who are interested in unionization. The large gap between Coloradans who would choose to join a union if they could and those who are currently covered by union contracts is a direct result of our policies that hinder these rights. Colorado currently has a union membership rate 22% below the national average as a direct result.

---

When workers are able to collectively bargain, their wages, benefits, and working conditions improve. Denver city council knows this well and recently unanimously referred a measure to the November 2024 ballot to allow public employees to collectively bargain. Denver Mayor Mike Johnston was also in support, and the measure passed easily by a 30-point margin, making it one of the most supported local items on the ballot.

Collective bargaining is in the public interest. Public workers like trash collectors, street cleaners, librarians, social workers, landscapers, environmental investigators, emergency dispatchers, and more dedicate their lives to the safety and well-being of our city. When they can speak together to address workplace issues, they are better able to advocate for the public they serve and to advance the health, safety, equity, and prosperity of our city. That is why Denver city council was thrilled to support the

measure to grant this right to city employees and why we strongly support SB25-005, a bill that would make the benefits of collective bargaining more accessible to all workers in the private sector of our city.

---

Workers already face enormous challenges to organizing and certifying a union. The Economic Policy Institute [cites](#) that employers are charged with violating federal law in 42% of all union election campaigns. This includes unfair labor practices of threats, retaliation, firing employees illegally, and refusal to bargain. Colorado does not need to create additional hurdles for workers to organize themselves to improve their working conditions.

SB25-005 would remove anti-worker provisions that factually hurt the income of workers in our state, and therefore also hurt our state's economy. On average, workers in states with anti-union laws like Colorado earn less than their counterparts in states without such laws. That means less dollars in the pockets of hard-working families in Colorado and our city of Denver, which of course also means less income to spend and less tax revenue for our state and localities.

Unionization is a powerful tool for combating economic inequality. Data from the Economic Policy Institute lays bare the unfortunate reality that income inequality in Colorado has increased as unionization rates have decreased.

Across our districts, we hear residents concerns about making rent, feeding their children, and covering healthcare costs. As Denver leaders, we are constantly investigating ways to make our city affordable to those who have called it home for many years and are facing incredible challenges to doing this. With historic Denver eviction rates, federal attacks on Medicaid and social services that support our residents, and the end of pandemic-related funding, our state should be using every tool at our disposal to support our working families.

We urge state lawmakers to support SB25-005 and stand with Colorado's workers. Denver residents are incredibly burdened by the rising cost of living and are insistent in their demand that our local and state governments use every tool at our disposal to ease this burden. Colorado's labor policy can no longer be defined by an outdated, anti-worker structure that leaves us trailing our peers nationally. The state legislature has the opportunity to stand with our working families at a time when many worker protections and social services are under threat. Please seize this opportunity to do what is right by Coloradans.

Councilmember Sarah Parady, At Large

Councilwoman Serena Gonzales-Gutierrez, At Large

Councilman Kevin Flynn, District 2

Councilwoman Amanda Sawyer, District 5

Councilwoman Flor Alvidrez, District 7

Councilwoman Shontel Lewis, District 8

Councilwoman Stacie Gilmore, District 11

**House Business Affairs & Labor**

**03/13/2025 01:30 PM**

**SB25-005 Worker Protection Collective Bargaining**

**Typed Text of Testimony Submitted**

<b>Name, Position, Representing</b>	<b>Typed Text of Testimony</b>
<p>Danielle Dawes For herself</p>	<p>Good Evening Madam Chair Ricks, Vice Chair Woodrow, and members of the committee.</p> <p>My name is Dani Dawes Cox, I am a community advocate, and constituent from CO House District 31. I am here today to express my strong support for SB25-005, the Worker Protection Collective Bargaining bill.</p> <p>This bill is about fairness, dignity, and ensuring that Colorado workers have the tools they need to advocate for themselves and their families. For too long, Colorado has been the only state in the nation requiring two separate votes for workers to form a union and negotiate a union security agreement. This outdated law, rooted in the 1943 Labor Peace Act, creates unnecessary barriers for workers who are simply trying to secure better wages, benefits, and working conditions.</p> <p>SB25-005 will eliminate this unnecessary second election and bring Colorado’s labor laws into alignment with the rest of the country. By doing so, it will:</p> <ol style="list-style-type: none"><li>1. Empower Workers: The current two-vote system undermines workers’ voices by adding an extra hurdle to an already challenging process. Removing this requirement gives workers more control over their ability to organize and negotiate collectively.</li><li>2. Modernize Colorado’s Labor Laws: The Labor Peace Act was passed over 80 years ago during a very different time in our nation’s history. Today’s workforce deserves labor laws that reflect modern workplace realities—not outdated policies that create inequity.</li><li>3. Strengthen Our Economy: When workers have the ability to advocate for fair wages and benefits, it doesn’t just help them—it strengthens our entire economy by boosting consumer spending and reducing turnover in workplaces across industries.</li></ol> <p>As someone who stands with workers and has seen how collective bargaining improves lives, believes in fairness for all workers, etc., I know how important it is for</p>

	<p>employees to have a real voice in their workplaces. SB25-005 is not about taking away choice—it’s about removing barriers that unfairly tip the scales against workers who want to organize.</p> <p>Opponents may argue that this bill takes away freedom or makes Colorado less competitive, but let me be clear: protecting workers’ rights is not only morally right—it’s good policy. States with strong labor protections often see stronger economies and healthier communities because they prioritize fairness and equity for all.</p> <p>I urge you to vote “yes” on SB25-005 and stand with Colorado’s workers who are fighting for dignity and fairness in their workplaces. Thank you for your time and consideration of this important legislation. I am happy to answer any questions you may have.</p> <p>Sincerely,</p> <p>Dani</p> <p>Danielle “Dani” Dawes Cox</p>
<p>Jeany Rush Against themselves</p>	<p>TO: COMMITTEE ON BUSINESS, LABOR, AND TECHNOLOGY RE: SB25-005 – Worker Protection Collective Bargaining From: JEANY RUSH, COLORADO SPRINGS CONCERNED CITIZEN 1-21-25 VOTE: NO ON THIS BILL, NO ON USE OF SAFETY CLAUSE</p> <p>This bill works to destroy decades of relationships with business owners and their employees. By eliminating a second vote for workers, it changes the Labor Peace Act, is yet another area where Denver legislature overreaches in commerce and our communities.</p> <p>Workers deserve this second vote, and they have a right to determine where they spend their wages.</p> <p>Forcing some employees to pay union dues or lose their jobs, is certainly not the American way.</p> <p>Businesses have stood with labor unions in a large way and know this is a wrong way to do business.</p> <p>Workers are also unfairly burdened by this bill, because if they did have any emergencies, or reason to miss a vote, their voices are denied.</p> <p>Many more people will believe they need to turn away from unions altogether, due to the intrusion of this bill.</p> <p>In just a short week and a half, over 200 bills have been introduced.</p>

	<p>There is no way a rational person can properly review them all, nor respond properly. It is clear you all prepared ahead, and or used your AI bot national programs. What is stunning is you are making us look like an actual GULAG. The Marxist tone is deafening, offensive, and certainly not constitutional. It is in fact an overreach of government.</p> <p>We are asking you to stop! This is not productive to a healthy business climate!</p> <p>Finally, this bill certainly does not serve as an emergency, safety clause need.</p>
<p>Alejandro Flores-Munoz For themselves</p>	<p>Chair and Members of the Committee.</p> <p>My name is Alejandro Flores-Muñoz. I'm a small business owner here in Colorado, running Combi Taco and Stokes Poke. But before I became an entrepreneur, I grew up in a union household. My mom is still a proud union member today, and I've seen firsthand how union protections change lives.</p> <p>Unions gave my mom more than just fair pay and benefits—they gave her security. That security is what allowed me the opportunity to take risks, start my own businesses, and build something for myself and my community. Recently, my family experienced the hardest loss when my younger brother passed away. Because of the benefits her union fought for, my mom didn't have to choose between her job and being by his side. She was able to take two months off and be there for him during his final days. That's what unions do—they give working families the ability to be there for each other when it matters most.</p> <p>As a small business owner, I also see how strong unions help local economies. When workers earn fair wages, they spend that money locally—at businesses like mine. But when big corporations suppress wages and cut corners on safety, it doesn't just hurt workers; it creates unfair competition for small businesses like mine that are doing the right thing and paying fair wages. It's hard enough running a business, but it's even harder when the system is stacked in favor of corporations that cut corners.</p> <p>That's why I support the Worker Protection Act. Colorado's outdated labor law, with its unnecessary second election, makes it harder for workers to build strong unions and negotiate for better pay and conditions. This second election is an obstacle that only benefits corporations like Amazon and Starbucks, not working families or small businesses.</p> <p>By eliminating that second election, we make it easier for workers to stand up for themselves, which strengthens our local economy and creates fairness for small businesses. When workers earn more, they spend more, and that supports businesses like mine. And when unions protect workers, they're also protecting families like mine and business owners like me.</p>

	<p>I urge you to pass the Worker Protection Act—not just for workers, but for Colorado’s small businesses and the communities we serve. Thank you.</p>
--	--