



# DENVER CITY WORKERS

## UNION FAQ

### What is a union?

A union is a worker organization **built by us and led by us**, with union contracts enforced by us. We decide which priorities to negotiate in our contract. We elect our own leadership to uphold and enforce that contract. Together, as a union, we make meaningful improvements in our workplace, including our wages, benefits, and working conditions.

### Who is AFSCME?

AFSCME (American Federation of State, County and Municipal Employees) is one of the largest national unions for public employees, representing 1.4 million members. We believe public service is not just a job, but a calling, and that the work of public service professionals deserves respect. Through this national movement, we are not only raising standards in our workplaces but also influencing the political and legal decisions that shape our work and the institutions we serve.

### Why are Denver City Workers organizing a union?

We are organizing our union because through our union, we have the power to advocate for our rights and well-being by addressing issues such as healthcare benefits, fair pay, safety, transparent communication, and dignity at work. Following the passage of Measure 2U by Denver voters in 2024, which took effect in January 2026, we won collective bargaining rights. We must now secure union recognition before entering negotiations with management.

### What does the process of building our union look like?

The first step in building our union is to come together with our coworkers by signing union cards to demonstrate our interest and commitment. We establish an organizing committee composed of trusted and respected coworkers from each department to lead the effort. Once we have secured a supermajority of signed union cards, we file for union recognition with the Career Service Authority (CSA) and the City Attorney's Office. The City may recognize the union based on majority support or may require a secret-ballot election. With a supermajority of support and continued unity and communication among us, we can achieve union recognition through either process.

### What comes after winning our union recognition by the city?

After we win our union recognition, we will conduct a bargaining survey to determine negotiation priorities and elect our bargaining committee and build a contract action Team. Then negotiations for our union contract will begin.

### How much are union dues, and what are they used for?

Union dues are \$46.65 monthly for full-time staff (\$23.325 per pay period), \$34.95 monthly for part-time staff (\$17.475 per pay period). Dues are used to build and grow our union and go toward expenses such as negotiating union contracts, legal fees, representation and organizing new workers. When more workers within an industry are organized, it helps raise standards via contract negotiations and enforcement.

### What are my rights at work?

The Protections for Public Workers Act (PROPWA) gives Denver city employees broad rights to organize and speak about workplace issues. Employers are prohibited from:

- Interfering with organizing activity
- Retaliating against workers for union-related activity
- Dominating or controlling employee organizations

### I want to get involved with organizing our union. Who can I talk to?

Contact Dominic Bertucci at [DBertucci@afscme.org](mailto:DBertucci@afscme.org) or (313) 939-4806 to set up a time to speak to a Union organizer one-on-one. If you would like to become a member visit: [www.afscmecolorado.org/member-card](http://www.afscmecolorado.org/member-card)