



DENVER CITY AND COUNTY WORKERS!

KNOW OUR RIGHTS!

OUR RIGHT TO ORGANIZE IS LEGALLY PROTECTED!

WE'RE BUILDING POWER TO HAVE A VOICE ON THE JOB!

We have the right to organize our union, and those rights are clearly established under Colorado's Protections for Public Workers Act (PROPWA), which took effect on July 1, 2024. Even if our union has not been officially recognized yet by our employer, we still retain the right to act collectively. These rights apply to all union-eligible employees:

Our Rights at Work

- We have the right to organize.
 - We can join or form a union to improve our job.
- We can speak up (individually or collectively) on our workplace issues
 - It's legal to talk with our coworkers or the public about wage concerns, safety, schedules, or any work issue—even if our employer hasn't recognized our union yet.
- We may publicly discuss topics of public concerns
 - We can discuss in the same manner as other Coloradans
- We don't need to seek permission.
 - Our employer can't stop us from acting collectively or make us ask first.
- Our whistleblowing and complaints are protected
 - We may file grievances, testify, provide evidence, or oppose violations, verbally or in writing, without retaliation

EMAIL US AT DENVERUNION@AFSCME.ORG TO LEARN MORE OR SCAN THIS QR CODE TO JOIN OUR MOVEMENT!

 [@afscmecolorado](https://www.instagram.com/afscmecolorado)  www.afscmecolorado.org



WE ARE BUILDING POWER AT WORK

Our Rights Outside of Work

- We can engage in political activity or participate in public meetings without retaliation
 - This includes talking to elected officials about workplace issues or things of public concern. We can also participate in any political activity, just like any other Coloradan in non-work time.
- Our employer can't punish, threaten, or fire us for:
 - Talking about our wages or working conditions
 - Joining with coworkers to raise concerns
 - Supporting our union
 - Filing a complaint about unfair treatment

We are shielded from discrimination, intimidation, coercion, or retaliation because we exercised any protected rights. This includes protection when assisting others.

**ANY VIOLATION OF THESE RIGHTS
CONSTITUTES AN UNFAIR LABOR
PRACTICE BY OUR EMPLOYER AND
ENFORCEABLE BY THE COLORADO
DEPARTMENT OF LABOR AND
EMPLOYMENT (CDLE)**

Please note: Because organizing often involves sensitive conversations, be mindful of where discussions take place. Organizing activity should not interfere with our assigned duties or disrupt workplace operations.

