

Colorado Partnership for Quality Jobs & Services Act

On June 16, 2020, the Colorado Partnership for Quality Jobs and Service [Act](#) (the Act) was enacted.

The Act requires Workers for Innovative and New Solutions (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.

The State of Colorado DPA office has developed a list of Frequently Asked Questions (FAQs) to assist human resources leaders with questions they, their leaders or their employees may have pertaining to the Act. <https://www.colorado.gov/dhr/colorado-partnership-quality-jobs-services-act>. This is where you should always direct an employee who has questions.

WINS Information

Important Note: *The University must be neutral with regard to an employee's membership in WINS or any other employee organization*

Q: Will WINS be given personal contact information on covered employees?

A: We are obligated to provide WINS with home address, personal and mobile phone numbers, and personal email address for each covered employee. The Act requires WINS to treat the 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.

For the past 30 days, the University contacted all covered employees and provided them the opportunity to opt out of having their PERSONAL information shared with WINS. The deadline to opt out is August 31, 2020.

If an employee missed their opportunity to opt out, they will need to contact WINS directly at info@cowins.org or (720) 614-1547 and will also need to change their election on the state website.

New employees will be given notice within 30 days of their start date of the option to not provide personal contact information to WINS.

Q: Will WINS be given covered employees' "state" contact information?

A: "State" employee contact information is subject to the Colorado Open Records Act (CORA) with few exceptions. We are required to provide WINS with information in HCM pertaining to covered employees including employee name, employee identification number, department, job class, job title, work telephone number, work email address, work location, salary, and date of hire.

Q: Who determines who is a covered employee?

A: The campus HR office will determine if a classified employee is covered under the Act.

Q: What if an employee no longer wants to receive emails from WINS?

A: Employees have the option of opting out of communications from WINS as they would any other email they no longer wish to receive. Employees should contact WINS at info@cowins.org or (720) 614-1547.

Q: How can employees find out more information on WINS?

A: Employees can find out more information on WINS and their history by visiting their website at coloradowins.org .

Q: How does an employee become a member of WINS?

A: Employees can contact WINS at info@cowins.org or (720) 614-1547 for information on becoming a member.

Q: Can employees become a member of WINS while still on probation?

A: Yes, employees are able to join as a member of WINS while on probation. Employees can contact WINS at info@cowins.org or (720) 614-1547 for further information.

Q: Must a covered employee be a member of WINS?

A: No. While WINS represents all covered employees in collective bargaining in the formation and implementation of a partnership agreement, employees are not required to be dues paying members. Covered employees have the right to join and assist WINS as well as the right not to engage in these activities without interference, restraint, or coercion by the State or WINS.

Q: What is required of an employee to be a member of WINS?

A: Employees can contact WINS at info@cowins.org or (720) 614-1547 for information on the requirements of being a member.

Q: How are membership dues paid?

A: WINS membership dues are paid through payroll deductions. The employee provides WINS with authorization and it is sent to our payroll office.

Q: How much are membership dues?

A: Employees should contact WINS at info@cowins.org or (720) 614-1547 for information regarding membership dues.

Q: Are employee membership dues used for political purposes?

A: Employees should contact WINS at info@cowins.org or (720) 614-1547 for information regarding membership dues.

Q: If an employee no longer wants to be a member of WINS, what is the process?

A: The employee must contact WINS at info@cowins.org or (720) 614-1547 to cancel their authorization for membership dues through payroll deductions and other payments. WINS is responsible for processing these requests in accordance with the terms of the authorization and sharing that information by the 10th of each month with Employee Services.

Note: The University must be neutral with regard to an employee's membership in WINS or any other employee organization.

Q: When can employees cancel their WINS membership?

A: Statute requires that an employee can revoke the authorization for a payroll deduction, and thus membership, at least annually. Because membership is a matter between the employee and WINS, an employee must be directed to WINS at info@cowins.org or (720) 614-1547 in order to change or cancel their membership. The university has no authority to terminate a membership even at the request of an employee and must be neutral with regard to the employee's decision.

Q: How will communications to employees about WINS be handled?

A: Employee Service will coordinate the communications with campus HR Leaders.

Q: What can covered employees expect WINS to do for them?

A: WINS is to represent the interests of all covered employees without discrimination or regard to membership in WINS. They are to negotiate partnership agreements that apply equally to all covered employees regardless of membership status. WINS is not required to represent covered employees in personnel actions before the state personnel board or in any other proceeding not created by a partnership agreement.

WINS is not to threaten, facilitate, support, or cause a state employee to strike, work stoppage, work slowdown, group sick out, or action that disrupts, on a widespread basis, the day-to-day functioning of the state or any of its agencies or departments. Covered employees who engage in this conduct may be subject to disciplinary action up to and including termination. WINS can engage in other concerted activities for the purpose of the partnership process of other mutual aid or protection, without interference, restraint, or coercion by the state.

Q: Is WINS allowed to call employees or visit them at their personal residence?

A: Employees should contact WINS at info@cowins.org or (720) 614-1547 to discuss their communications with employees.

Q: What if an employee no longer wants to receive emails from WINS?

A: Employees have the option of opting out of communications from WINS as they would any other email they no longer wish to receive. Employees should contact WINS at info@cowins.org or (720)