

Putting Colorado Workers First

A Policy Framework to Strengthen Organized Labor and the Middle Class

Colorado's economy depends on skilled workers in construction, healthcare, education, public safety, advanced manufacturing, and energy. Organized labor has historically strengthened the middle class through collective bargaining, workplace safety improvements, and apprenticeship pipelines.

1. Modernizing the Colorado Labor Peace Act (1943)

Colorado law currently requires a second election with a 75% approval threshold for union security agreements, even after workers vote to unionize by majority. This requirement is uncommon nationally.

Policy Actions:

- Remove the 75% second-election requirement.
- Restore majority rule in workplace representation decisions.
- Align Colorado with contemporary labor standards.

2. Protecting Prevailing Wage Standards

Public infrastructure investments should support local wage standards and skilled labor pipelines.

Policy Actions:

- Preserve prevailing wage protections on state-funded projects.
- Increase compliance transparency and enforcement resources.
- Ensure responsible contractors compete on a level playing field.

3. Expanding Apprenticeships & Workforce Pipelines

Colorado faces skilled labor shortages across multiple sectors. Registered apprenticeship programs provide earn-while-you-learn career pathways.

Policy Actions:

- Expand investment in registered apprenticeships.
- Partner unions with high schools and community colleges.
- Support industry-recognized credential pathways.

4. Combating Wage Theft & Misclassification

Wage theft and worker misclassification distort competition and harm both workers and law-abiding employers.

Policy Actions:

- Increase enforcement funding.
- Strengthen penalties for repeat violators.
- Improve worker education and reporting systems.

5. Protecting Public Employee Collective Bargaining

Public employees—including educators, firefighters, and healthcare workers—provide essential services in El Paso County and across Colorado.

Policy Actions:

- Defend collective bargaining rights.
- Support safe staffing standards.
- Ensure fair compensation negotiations.

HD-22 Context

House District 22 includes a significant number of military families, public employees, healthcare workers, and skilled trades professionals. Strengthening labor standards directly supports economic stability in Colorado Springs and surrounding communities.

For more information: www.pierson4co.com

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