

Mr. Kirk Mlinek
Director: Colorado Legislative Council,
Room 029, Colorado State Capitol
Denver, Colorado, 80203

November 28, 2005

Sir:

As two qualified electors of the State of Colorado, in accordance with CRS 1-40-105 (1) (2) (3), we would like to submit the following draft of a Labor Rights Amendment to the Colorado Constitution for initial review and comments by your office and the Office of Legislative Legal Services as the initial stage of bringing this matter before a vote of the people upon November 7, 2006:

“The rights of all citizens of Colorado to freely belong to labor unions of their choosing, to democratically participate in labor elections, and to authorize labor organizations to engage in collective bargaining on their behalf when voted upon by a majority of employees in their specific trade or workplace shall not be prohibited or infringed.

It shall be illegal for any employer to threaten, coerce, intimidate, lock out, or discharge any employee due to union membership or activity, or to refuse to bargain in good faith with a labor organization when a majority of employees in the workplace or trade have signed cards authorizing the union to represent them.

Any employer found to be in an initial violation of this Article shall be subject to a fine of no less than 1,000 dollars for each individual offense, and shall be required to pay full restitution of past compensation and legal expenses of those individual employees who have been harmed.

Any employer found to have subsequently violated this Article shall be required to pay compensation and fines double to the previous offense, and shall have the issuance of all government licenses and permits suspended for a time period of no less than six months and no greater than a year for each subsequent violation.”

Thank you for your attention to this matter. Solidarity Forever,

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cc: Mr. Charles W. Pike, Director: Office of Legislative Legal Services
Mr. Steve Adams, President, Colorado AFL-CIO
Mr. Michael Kindig, Editor, Colorado Labor Advocate