

Broomfield Taxpayer Matters



RE: HB26-1005 – Senate Business, Labor & Technology Committee

Hearing Date: Tuesday, March 24, 2026 @ 2:00pm

Sponsors: Rep(s) Mabrey & Bacon, Sen(s) Danielson & Jodeh

Thank you, Chair Danielson, and Members of the Senate Business, Labor & Technology Committee.

Thank you for considering this written testimony. My name is Sheryl Fernandez, and I represent Broomfield Taxpayer Matters, a nonpartisan, nonprofit organization that works to educate, empower, and advocate for the taxpayers across Colorado – NOT just in Broomfield.

Broomfield Taxpayer Matters are in OPPOSITION of HB26-1005.

While this proposal is framed as a labor reform, its real impact falls squarely on taxpayers—those who ultimately fund public services, public wages, and government operations.

This bill expands collective bargaining authority and removes safeguards that currently ensure balance and accountability in labor negotiations. From a taxpayer perspective, that raises serious concerns about cost escalation, reduced transparency, and diminished fiscal oversight.

By eliminating the second-vote requirement and broadening mandatory bargaining subjects, this bill tilts the process heavily toward organized labor while reducing the checks that protect the public interest. Taxpayers are not present at the bargaining table, yet we are the ones who pay the bill—through higher taxes, higher fees, or reduced services.

Stronger bargaining power without corresponding fiscal guardrails increases the likelihood of higher wages, expanded benefits, and long-term pension obligations, all of which can strain state and local budgets. Once these costs are locked in, taxpayers are left with few options when revenues fall short—other than tax increases or service cuts.

Supporters argue that “*good faith bargaining*” will prevent excesses, but good faith is subjective and unenforceable from a budget standpoint. This bill does not require affordability, sustainability, or voter approval. It does not protect taxpayers from agreements that exceed what communities can reasonably afford.

Colorado already faces budget pressures from inflation, infrastructure needs, and essential services. Now is not the time to pass legislation that **increases financial risk without clear taxpayer protections.**

As a taxpayer, BTM urge you to oppose this bill and instead pursue policies that balance worker interests with fiscal responsibility, transparency, and accountability to the public.

Thank you for your time and consideration.



March 2026

To: Senate Business, Labor & Technology Committee

Re: AAUW Supports HB25-1005—Worker Protection Collective Bargaining

Dear Committee Members,

The American Association of University Women (AAUW) is one of the oldest women's organizations in the country, empowering women since 1881. The mission of AAUW is to advance equity for women and girls through research, education and advocacy. More than 700 community leaders are members of AAUW branches around Colorado.

Over the years, progress has been made in achieving equal pay for women. Yet, hurdles remain, and unfair labor practices harm working women the most. Unions play an important role in protecting worker rights, safety and earnings. HB1005 strengthens Colorado's labor laws by eliminating the current requirement for multiple elections when negotiating a union security agreement in collective bargaining. By streamlining the process, HB1005 will benefit more working women, their families and our Colorado economy.

AAUW of Colorado strongly supports House Bill 1005 and requests your AYE vote in committee and throughout the process of becoming a law.

Thank you for your consideration,

A handwritten signature in blue ink that reads "Su Ryden".

Hon. Su Ryden
AAUW of Colorado Public Policy Co-Director

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American Association of University Women--AAUW is a top-rated 501(c)3 charitable organization whose mission is to advance gender equity for women and girls through research, education, and advocacy.



Good afternoon, Madam Chair & Committee Members,

My name is Chris Nelson, and I serve as the Research & Policy Analyst for the Colorado Center on Law and Policy, an antipoverty organization advancing the rights of every Coloradan. I'm here to speak in strong support of House Bill 25-1005, a crucial bill to advance workers' rights in Colorado.

Income inequality and cost of living are at an all-time high, with expenses far outpacing wage growth. To understand the scope of this challenge, our organization looks to the Self-Sufficiency Standard, which calculates the income different types of families need to cover their basic needs, including housing, childcare, food, transportation, health care, and other essential household items, without any public or private assistance. Despite being a wealthy state, the standard indicates that nearly one in four working families struggle to even meet their basic needs in Colorado.

That's why passing the Worker Protection Act is so important. It helps address a root cause of economic inequality by strengthening workers' collective bargaining power, a primary tool low-wage workers have to improve their economic conditions.

This is why favorability of unions is high among Coloradans, and it is why powerful wealthy interests are fighting so hard to protect an antiquated law that makes it extremely hard for workers to form a strong union. The status quo is great for their bottom line and their efforts are working. Union representation has been declining for decades, and currently, only 6.6% of Coloradans are covered by a union contract, according to the 2025 Current Population Survey (CPS) data¹.

The Worker Protection Act restores a fundamental right: the ability for workers to form a union without fear, intimidation, or the threat of a second election designed to prevent them from organizing. When workers unite, wages increase, workplaces become safer, and families in Colorado can thrive. We ask for your support. Thank you.

¹ Hirsch, Barry T., David A. Macpherson, and William E. Even (2026). Union Membership, Coverage, and Earnings from the CPS. <https://unionstats.com>

Colorado Senate Business, Labor, & Technology Committee

200 E Colfax Ave, Denver, CO 80203 - State Capitol
Denver, Colorado

RE: HB26-1005 (Worker Protection Collective Bargaining)

Dear Chair and Members of the Committee,

Over the past 18 months, the business community has consistently engaged, in good faith, on the issue of Colorado's collective bargaining process, taking part in extended negotiations and offering solutions to each objection or concern raised by labor representatives at the table. These were meaningful concessions, aimed at working toward an outcome that could preserve the state's longstanding balance between employers, employees, and the broader public interest. Those conversations did not ultimately produce an agreement, but they were grounded in a shared understanding that stability in Colorado's labor framework is worth protecting. In the course of those discussions, the business community moved substantially. In the end, our offer represented a 75% shift from the current framework in an effort to reach a workable compromise. Moreover, the proposal put forward by business would have resulted in a 131% increase in election outcomes for unions, or said differently, a significant increase in their winning rates.

Despite that, House Bill 26-1005 did not start from last year's offer, and instead increases the ask of legislators, the Governor, and the business community. This legislation is missing the balance we sought as part of last year's negotiations. At its core, the bill removes an important safeguard for individual workers, while placing greater pressure on employers within a more subjective and uncertain framework.

The Labor Peace Act has endured for decades because it reflects a careful equilibrium, one that recognizes the right to organize under federal law, while preserving an individual worker's ability to make a clear and affirmative choice regarding financial support for union representation, the Labor Peace or second vote. The second election requirement has been the unique balance in Colorado to ensure a majority of workers voluntarily opt into having union dues removed directly from their paychecks. In Colorado, voter turnout is low relative to registered voters, and union elections are not much different. In the same manner, we believe it is important to protect employees' pay by requiring a majority to affirmatively say yes before unions deduct dues and fees from all employees.

At a time when Colorado is already managing pressures related to affordability, workforce stability, economic growth, and competitiveness, this is a consequential shift to undertake, without the balance that has historically defined the state's approach. Colorado has long demonstrated that it is possible to support the right to organize within a framework that maintains our state's right to work structure.

For those reasons, I write to respectfully urge a "no" vote on House Bill 26-1005.

Thank you for your consideration.

Sincerely,



Dave Davia
President & CEO
Colorado Concern