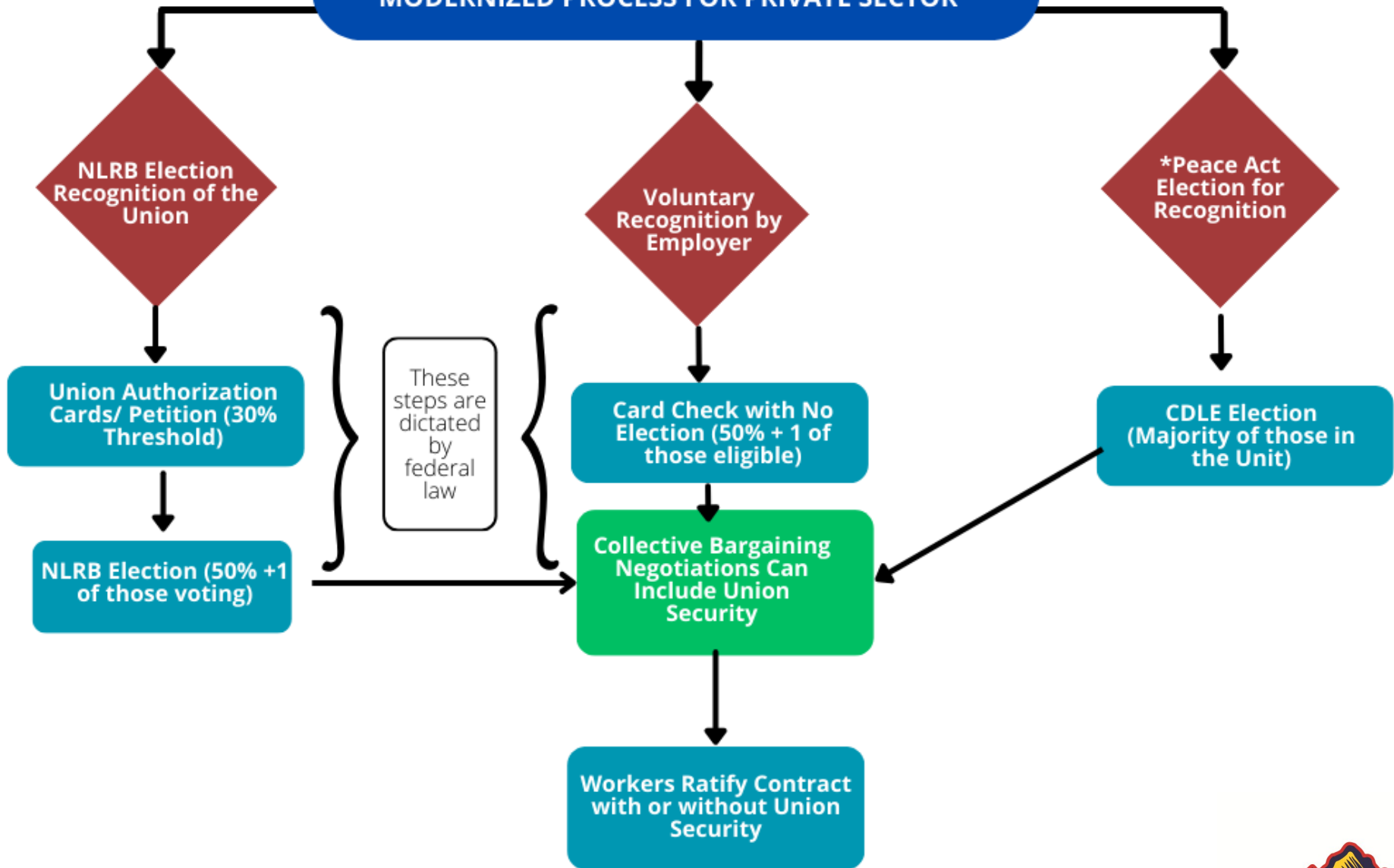


*Under current law in Peace Act election, the Union & employer can negotiate union security if the Union receives 75% of those voting or 50% plus 1 of those eligible to vote, whichever number is higher.

**This process only applies to private sector workers who are exempt from the NLRA



COLORADO UNION RECOGNITION PROCESS – MODERNIZED PROCESS FOR PRIVATE SECTOR



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