

SUPREME COURT, STATE OF COLORADO

2 East 14th Avenue
Denver, CO 80203

ORIGINAL PROCEEDING PURSUANT TO
§ 1-40-107(2), C.R.S. (2006) Appeal From Ballot
Title Board

IN THE MATTER OF THE TITLE, BALLOT
TITLE AND SUBMISSION CLAUSE FOR 2007-
2008 #38
DOROTHY WRIGHT, OBJECTOR

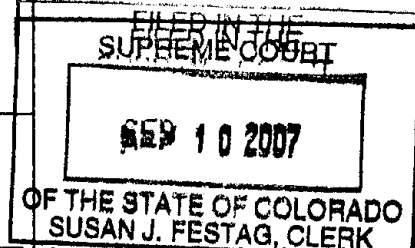
Petitioners,

v.

RYAN FRAZIER AND JULIAN J. COLE,
PROponents
AND
WILLIAM HOBBS, DANIEL CARTIN AND
DANIEL DOMENICO
TITLE BOARD,

Respondents.

JOHN W. SUTHERS, Attorney General
MAURICE G. KNAIZER, Deputy Attorney
General*
1525 Sherman Street, 7th Floor
Denver, CO 80203
(303) 866-5380
Registration Number: 05264
*Counsel of Record



OF THE STATE OF COLORADO
SUSAN J. FESTAG, CLERK

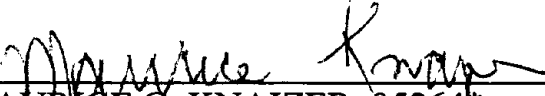
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Case No.: 07SA258

NOTICE OF FILING OF RECORD

The Title Board hereby submits a certified copy of the record.

JOHN W. SUTHERS
Attorney General

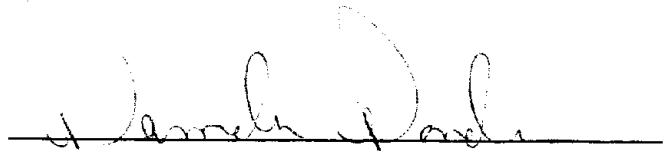

MAURICE G. KNAIZER, 05264*
Deputy Attorney General
Public Officials
State Services Section
Attorneys for Title Board
*Counsel of Record

CERTIFICATE OF SERVICE

This is to certify that I have duly served the within **NOTICE OF FILING OF RECORD** upon all parties herein by depositing copies of same in the United States mail, Express Mail, postage prepaid, at Denver, Colorado, this 10TH day of September 2007 addressed as follows:

Mark Grueskin, Esq.
Isaacson Rosenbaum PC
633 17th Street, Suite 2200
Denver, Colorado 80202

John Berry, Esq.
1799 Pennsylvania Street, Suite 270
Denver, Colorado 80202



A handwritten signature in cursive script, appearing to read "Daniel D. Berry", is written over a horizontal line.



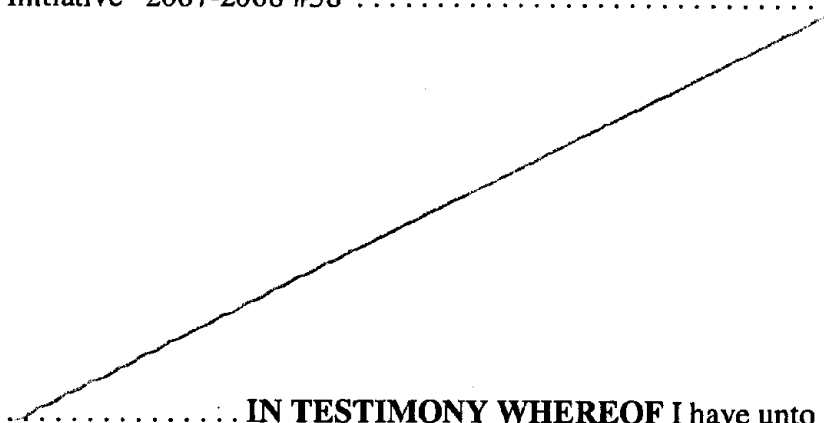
STATE OF COLORADO

DEPARTMENT OF
STATE

CERTIFICATE

I, **MIKE COFFMAN**, Secretary of State of the State of Colorado, do hereby certify that:

the attached are true and exact copies of the official file thereon of the Title Board on Proposed Initiative "2007-2008 #38".....



..... **IN TESTIMONY WHEREOF** I have unto set my hand
and affixed the Great Seal of the State of Colorado, at the
City of Denver this 10th day of August, 2007.

A handwritten signature in cursive script, reading "Mike Coffman", is written over a horizontal line.

SECRETARY OF STATE

Ballot Title Setting Board

Proposed Initiative 2007-2008 #38¹

The title as designated and fixed by the Board is as follows:

An amendment to the Colorado constitution concerning voluntary employee participation in a labor organization, and, in connection therewith, prohibiting an employer from requiring that a person refrain from voluntary affiliation with or financial support of a labor organization, or requiring that a person be a member or pay any moneys to a labor organization or to any other third party in lieu of payment to a labor organization; prohibiting a deduction of any moneys from an employee's wages, earnings, or other compensation to be paid to a labor organization without prior approval from the employee; and creating a misdemeanor criminal penalty for a person who violates the provisions of the section.

The ballot title and submission clause as designated and fixed by the Board is as follows:

Shall there be an amendment to the Colorado constitution concerning voluntary employee participation in a labor organization, and, in connection therewith, prohibiting an employer from requiring that a person refrain from voluntary affiliation with or financial support of a labor organization, or requiring that a person be a member or pay any moneys to a labor organization or to any other third party in lieu of payment to a labor organization; prohibiting a deduction of any moneys from an employee's wages, earnings, or other compensation to be paid to a labor organization without prior approval from the employee; and creating a misdemeanor criminal penalty for a person who violates the provisions of the section?

Hearing August 1, 2007:

Single subject approved; staff draft amended; titles set.

Hearing adjourned 3:23p.m.

Hearing August 15, 2007:

Motion for Rehearing granted in part to the extent Board amended titles; denied in all other respects.

Hearing adjourned 3:44 p.m.

¹ Unofficially captioned "Prohibition on Certain Conditions of Employment" by legislative staff for tracking purposes. Such caption is not part of the titles set by the Board.

STATE OF COLORADO
Department of State
1700 Broadway
Suite 270
Denver, CO 80290



Mike Coffman
Secretary of State

Holly Z. Lowder
Director, Elections Division

SUMMARY OF BOARD ACTION

Initiative Title Setting Review Board

Wednesday, August 15, 2007, 2:00 p.m.

Secretary of State's Blue Spruce Conference Room

1700 Broadway, Suite 270

Denver, Colorado

The order for the day was:

1. **2007 –2008 #38 – “Prohibition on Certain Conditions of Employment”*** – Rehearing
*Commenced 2:05 p.m.; Motion for Rehearing granted in part to the extent Board
amended titles; denied in all other respects; adjourned 3:44 p.m.*
2. **2007 –2008 #37 – “Repeal of Colorado Water Resources and Power Development
Authority”*** – Rehearing
Commenced 3:53 p.m.; Motion for Rehearing denied; adjourned 4:52 p.m.

ALL AGENDA ITEMS WERE COMPLETED.

*** Unofficial caption assigned by legislative staff for tracking purposes. Such caption is not part of the titles set by the Board.**

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Second Regular Session
Sixty-fifth General Assembly
STATE OF COLORADO

2/15/07

AUG 15 2007

INTRODUCED

LLS ~~ELECTIONS~~ 01 Karen Epps

SENATE BILL 06-139

~~SECRETARY OF STATE~~

SENATE SPONSORSHIP

Brophy, Lamborn, and May R.

HOUSE SPONSORSHIP

Harvey, Balmer, Crane, Gardner, Schultheis, and Welker

Senate Committees
State, Veterans & Military Affairs

House Committees

A BILL FOR AN ACT

101 **CONCERNING THE PROHIBITION OF DISCRIMINATION AGAINST**
102 **EMPLOYEES BASED UPON LABOR UNION PARTICIPATION.**

Bill Summary

(Note: This summary applies to this bill as introduced and does not necessarily reflect any amendments that may be subsequently adopted.)

Prohibits an employer from requiring any person, as a condition of employment, to become or remain a member of a labor organization or to pay dues, fees, or other assessments to such an organization. Prohibits an employer from discriminating against an employee because of the failure of the employee to become or remain a member of a labor organization or to pay dues, fees, or other assessments to such an organization.

States that all-union agreements are unfair labor practices.

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.

1 **8-3.5-103. Prohibited activities.** ON AND AFTER THE EFFECTIVE
2 DATE OF THIS ARTICLE, NO EMPLOYER SHALL REQUIRE ANY PERSON, AS A
3 CONDITION OF EMPLOYMENT OR OF THE CONTINUATION OF EMPLOYMENT,
4 TO BECOME OR REMAIN A MEMBER OF ANY LABOR ORGANIZATION OR TO
5 PAY ANY DUES, FEES, ASSESSMENTS, OR OTHER SUMS OF MONEY TO A
6 LABOR ORGANIZATION. ON AND AFTER THE EFFECTIVE DATE OF THIS
7 ARTICLE, NO EMPLOYER SHALL DISCRIMINATE AGAINST ANY EMPLOYEE
8 BECAUSE THE EMPLOYEE HAS FAILED OR REFUSED TO BECOME A MEMBER
9 OF ANY LABOR ORGANIZATION OR HAS FAILED OR REFUSED TO PAY ANY
10 DUES, FEES, ASSESSMENTS, OR OTHER SUMS OF MONEY TO A LABOR
11 ORGANIZATION.

12 **8-3.5-104. Void agreements.** ANY WRITTEN OR ORAL
13 AGREEMENT, UNDERSTANDING, OR PRACTICE BETWEEN AN EMPLOYER AND
14 A LABOR ORGANIZATION THAT IS IN VIOLATION OF THE PROVISIONS OF THIS
15 ARTICLE IS VOID.

16 **8-3.5-105. Penalty.** ANY PERSON, EMPLOYER, LABOR
17 ORGANIZATION, OR AGENT OR REPRESENTATIVE OF AN EMPLOYER OR
18 LABOR ORGANIZATION WHO DIRECTLY OR INDIRECTLY IMPOSES UPON ANY
19 PERSON ANY REQUIREMENT PROHIBITED BY THIS ARTICLE IS GUILTY OF A
20 MISDEMEANOR AND, UPON CONVICTION THEREOF, SHALL BE PUNISHED BY
21 A FINE OF NOT MORE THAN ONE THOUSAND DOLLARS, IMPRISONMENT IN
22 THE COUNTY JAIL FOR NOT MORE THAN NINETY DAYS, OR BOTH SUCH FINE
23 AND IMPRISONMENT FOR EACH OFFENSE.

24 **8-3.5-106. Civil remedies.** (1) ANY PERSON INJURED AS A
25 RESULT OF ANY VIOLATION OF THE PROVISIONS OF THIS ARTICLE OR WHO
26 WOULD BE INJURED AS A RESULT OF A THREATENED VIOLATION MAY BRING
27 SUIT IN A COURT OF COMPETENT JURISDICTION TO OBTAIN INJUNCTIVE

1 RELIEF AGAINST THE VIOLATOR OR PERSON THREATENING VIOLATION. A
2 PERSON INJURED AS A RESULT OF A VIOLATION OF THIS ARTICLE MAY
3 BRING SUIT IN A COURT OF COMPETENT JURISDICTION TO RECOVER THE
4 DAMAGES RESULTING FROM SUCH VIOLATION. IN ANY ACTION OR
5 PROCEEDING TO ENFORCE A PROVISION OF THIS ARTICLE, THE COURT SHALL
6 AWARD TO ANY PERSON INJURED OR THREATENED WITH INJURY BY A
7 VIOLATION OF THIS ARTICLE REASONABLE ATTORNEY FEES IN ADDITION TO
8 COURT COSTS.

9 (2) THE REMEDIES PROVIDED BY THIS SECTION ARE INDEPENDENT
10 OF AND IN ADDITION TO ANY OTHER PENALTY OR REMEDY ESTABLISHED BY
11 THIS ARTICLE.

12 **8-3.5-107. Investigation of complaints - prosecution of**
13 **violations.** THE ATTORNEY GENERAL AND THE DISTRICT ATTORNEY IN
14 EACH JUDICIAL DISTRICT SHALL INVESTIGATE ANY COMPLAINTS OF
15 VIOLATION OF THIS ARTICLE, PROSECUTE ANY PERSON VIOLATING ANY OF
16 THE PROVISIONS OF THIS ARTICLE, AND TAKE ACTIONS NECESSARY TO
17 ENSURE EFFECTIVE ENFORCEMENT OF THIS ARTICLE.

18 **8-3.5-108. Applicability of article - new contracts - extension**
19 **or renewal of existing contracts.** THE PROVISIONS OF THIS ARTICLE
20 SHALL APPLY TO ANY CONTRACT OR AGREEMENT ENTERED INTO ON OR
21 AFTER THE EFFECTIVE DATE OF THIS ARTICLE AND TO ANY EXTENSION OR
22 RENEWAL OF A CONTRACT OR AGREEMENT EXISTING ON SUCH DATE OR
23 ENTERED INTO ON OR AFTER SUCH DATE.

24 **8-3.5-109. Severability.** IF ANY PROVISION OF THIS ARTICLE OR
25 THE APPLICATION OF THIS ARTICLE TO ANY PERSON OR CIRCUMSTANCE IS
26 HELD INVALID, SUCH INVALIDITY SHALL NOT AFFECT OTHER PROVISIONS
27 OR APPLICATIONS OF THIS ARTICLE THAT CAN BE GIVEN EFFECT WITHOUT

1 THE INVALID PROVISION OR APPLICATION, AND TO THIS END THE
2 PROVISIONS OF THIS ARTICLE ARE DECLARED TO BE SEVERABLE.

3 SECTION 2. 8-3-108 (1) (c) and (1) (e), Colorado Revised
4 Statutes, are amended to read:

5 8-3-108. Unfair labor practices. (1) It is an unfair labor practice
6 for an employer, individually or in concert with others, to:

7 (c) (F) Encourage or discourage membership in any labor
8 organization, employee agency, committee, association, or representation
9 plan by discrimination in regard to hiring, tenure, or other terms or
10 conditions of employment; ~~except that an employer shall not be~~
11 ~~prohibited from entering into an all-union agreement with the~~
12 ~~representatives of his employees in a collective bargaining unit if such~~
13 ~~all-union agreement is approved by the affirmative vote of at least a~~
14 ~~majority of all the employees eligible to vote or three-quarters or more of~~
15 ~~the employees who actually voted, whichever is greater, by secret ballot~~
16 ~~in favor of such all-union agreement in an election provided for in this~~
17 ~~paragraph (c) conducted under the supervision of the director. Where the~~
18 ~~collective bargaining unit involved is currently recognized under sections~~
19 ~~8 or 9 of the "National Labor Relations Act", as amended, (49 Stat. 449;~~
20 ~~61 Stat. 136), or where the collective bargaining unit involved is currently~~
21 ~~recognized by reason of certification by the director or the national labor~~
22 ~~relations board, or where such units were so recognized at the time of an~~
23 ~~election provided for in this paragraph (c), there is and shall be deemed~~
24 ~~to have been no need for a certification election as a precedent to an~~
25 ~~election provided for in this paragraph (c) in such collective bargaining~~
26 ~~unit on the issue of an all-union agreement. The employees in such a~~
27 ~~recognized or certified unit within this state shall be the only employees~~

1 eligible to vote in an election provided for in this paragraph (c) held in
2 such unit:

3 ~~(H)(A) Any agreement as defined in section 8-3-104 (1) between~~
4 ~~an employer and a labor organization in existence on June 29, 1977,~~
5 ~~which has not been voted upon by the employees covered by it may, by~~
6 ~~written mutual agreement of such employer and labor organization, be~~
7 ~~ratified and upon such ratification shall be filed with the director. Any~~
8 ~~agreement as defined in section 8-3-104 (1) between an employer and a~~
9 ~~labor organization in existence on June 29, 1977, which has not been~~
10 ~~ratified and filed, as provided in this subparagraph (H), shall not be legal,~~
11 ~~valid, or enforceable during the remaining term of that labor contract~~
12 ~~unless and until either the employer, the labor organization, or at least~~
13 ~~twenty percent of the employees covered by such agreement file a petition~~
14 ~~upon forms provided by the division, demanding an election submitting~~
15 ~~the question of the all-union agreement to the employees covered by such~~
16 ~~agreement and said agreement is approved by the affirmative vote of at~~
17 ~~least a majority of all the employees eligible to vote or three-quarters or~~
18 ~~more of the employees who actually voted, whichever is greater, by secret~~
19 ~~ballot in favor of such all-union agreement in an election provided for in~~
20 ~~this paragraph (c) conducted under the supervision of the director.~~

21 ~~(B) Upon filing of such instrument of ratification with the~~
22 ~~director, the director shall certify that such agreement complies with the~~
23 ~~provisions of section 8-3-104 (1) notwithstanding the absence of any~~
24 ~~other election requirements of this article, and by virtue of such~~
25 ~~ratification and certification, such agreement shall be deemed legal, valid,~~
26 ~~and enforceable to the extent permitted under the provisions of this~~
27 ~~article, subject to the provisions of sub-subparagraph (D) of this~~

1 ~~subparagraph (H):~~

2 ~~(C) Within two weeks after the certification by the director~~
3 ~~provided for in sub-subparagraph (B) of this subparagraph (H), the~~
4 ~~employer which is a party to such agreement shall post or give written~~
5 ~~notice to all employees covered by such agreement on the date of~~
6 ~~ratification of the fact that the agreement has been ratified and certified~~
7 ~~pursuant to the provisions of this subparagraph (H) and of the right of~~
8 ~~such employees to file a petition demanding an election as provided in~~
9 ~~sub-subparagraph (D) of this subparagraph (H). Proof of giving of notice~~
10 ~~shall be filed with the director within twenty days after the certification~~
11 ~~by the director provided for in sub-subparagraph (B) of this subparagraph~~
12 ~~(H):~~

13 ~~(D) Within forty-five days after the certification by the director~~
14 ~~provided for in sub-subparagraph (B) of this subparagraph (H) twenty~~
15 ~~percent of the employees covered by such agreement may file a petition,~~
16 ~~upon forms provided by the division, demanding an election submitting~~
17 ~~the question of ratification of such agreement to the employees covered~~
18 ~~by such agreement. If ratification of the agreement is approved by the~~
19 ~~affirmative vote of at least a majority of all the employees eligible to vote~~
20 ~~or three-quarters or more of the employees who actually voted, whichever~~
21 ~~is greater, in said election, the agreement shall be conclusively deemed~~
22 ~~ratified. Such election shall be held as promptly as possible following the~~
23 ~~filing of the petition. In the event that a certified contract expires or is~~
24 ~~terminated prior to the conducting of such an election, such certification~~
25 ~~shall be applicable to any subsequent agreement between the same parties~~
26 ~~until such election may be held.~~

27 ~~(H) The director shall declare any such all-union agreement~~

1 terminated whenever.

2 ~~(A) He finds that the labor organization involved unreasonably~~
3 ~~has refused to receive as a member any employee of such employer, and~~
4 ~~any person interested may come before the director, as provided in section~~
5 ~~8-3-110, and ask the performance of this duty; or~~

6 ~~(B) The employer or twenty percent of the employees covered by~~
7 ~~such agreement file a petition with the director on forms provided by the~~
8 ~~division seeking to revoke such all-union agreement and, in an election~~
9 ~~conducted under the supervision of the director, there is not an~~
10 ~~affirmative vote of at least a majority of all the employees eligible to vote~~
11 ~~or three-quarters or more of the employees who actually voted, whichever~~
12 ~~is greater, in such election by secret ballot in favor of such all-union~~
13 ~~agreement. Such petition may only be filed within a time period between~~
14 ~~one hundred twenty and one hundred five days prior to the end of the~~
15 ~~collective bargaining agreement or prior to a triennial anniversary of the~~
16 ~~date of such agreement, and the division must complete said election~~
17 ~~within sixty days prior to the termination or triennial anniversary of said~~
18 ~~collective bargaining agreement. The director may conduct an election~~
19 ~~within a collective bargaining unit no more often than once during the~~
20 ~~term of any collective bargaining agreement or once every three years in~~
21 ~~the case of agreements for a period longer than three years.~~

22 ~~(IV) The director shall provide a means by which employees may~~
23 ~~submit confidential petitions for an election under this paragraph (c), a~~
24 ~~means for verifying the employment, status, and eligibility of petitioners;~~
25 ~~and a means for determining the sufficiency of such petitions with respect~~
26 ~~to the twenty percent signature requirement, all of which shall be~~
27 ~~accomplished without disclosing the identification of such petitioners;~~

1 ~~except as allowed under subparagraph (V) of this paragraph (c). This~~
2 ~~duty shall apply to petitions filed pursuant to subparagraph (II) (A), (II)~~
3 ~~(D), or (III) (B) of this paragraph (c).~~

4 ~~(V) No officer or employee of the division shall disclose the~~
5 ~~names of any signers to a petition or disclose how any person voted in an~~
6 ~~election to any person outside the division except pursuant to a court~~
7 ~~order or subpoena issued by a governmental authority or a court, and any~~
8 ~~such officer or employee who violates such nondisclosure provisions or~~
9 ~~who refuses to call an election pursuant to this paragraph (c) or prevents~~
10 ~~or conspires to prevent such call of an election commits a class 2~~
11 ~~misdemeanor and shall be punished as provided in section 18-1.3-501,~~
12 ~~C.R.S.~~

13 ~~(e) Enter into an all-union agreement; except in the manner~~
14 ~~provided in paragraph (c) of this subsection (1);~~

15 **SECTION 3.** 8-3-109 (1) and (3), Colorado Revised Statutes, are
16 amended to read:

17 **8-3-109. Fair labor practices.** (1) It is not an unfair labor
18 practice for any employer to refuse to grant a closed shop or all-union
19 agreement. ~~or to accede to any proposal therefor as provided in this~~
20 ~~article.~~

21 (3) ~~It shall not be an unfair labor practice for an employer engaged~~
22 ~~primarily in the building and construction industry to enter into an~~
23 ~~all-union agreement, except an agreement providing for an agency shop~~
24 ~~or modified agency shop, with a labor organization, which agreement is~~
25 ~~limited in its coverage to employees who, upon their employment, will be~~
26 ~~engaged in the building and construction industry, if a copy of such~~
27 ~~agreement is filed with the director and certified by him as provided in~~

1 ~~section 8-3-108 (1) (c) (H) (B). Such agreement may be ratified as~~
2 ~~provided in section 8-3-108 (1) (c) (H) (C) or terminated by the director~~
3 ~~as provided in section 8-3-108 (1) (c) (H):~~

4 **SECTION 4. Effective date.** This act shall take effect July 1,
5 2006.

6 **SECTION 5. Safety clause.** The general assembly hereby finds,
7 determines, and declares that this act is necessary for the immediate
8 preservation of the public peace, health, and safety.

Sign-Up Sheet

			Phone	Products
John Berry	1799 Pembrokebank St. #570 Denver, CO 80203	303-839-8198	None	Products
MARK GIVESON	6033 17th St # 220 Denver CO 80202	303-292-5656	Y	Dorothy Wright
MARK GIVESON	1799 Pembrokebank St #570 Denver CO	303-292-3152		
	Denver CO			

STATE OF COLORADO
Department of State
1700 Broadway
Suite 270
Denver, CO 80290



Mike Coffman
Secretary of State

Holly Z. Lowder
Director, Elections Division

AGENDA

Initiative Title Setting Review Board
Wednesday, August 15, 2007, 2:00 p.m.
Secretary of State's Blue Spruce Conference Room
1700 Broadway, Suite 270
Denver, Colorado

The order for the day shall be as follows:

- 1. 2007 -2008 #38 - "Prohibition on Certain Conditions of Employment"* - Rehearing**
- 2. 2007 -2008 #37 - "Repeal of Colorado Water Resources and Power Development Authority"* - Rehearing**

AUDIO BROADCASTS NOW AVAILABLE. PLEASE VISIT WWW.SOS.STATE.CO.US AND CLICK ON THE "INFORMATION CENTER".

AGENDA ITEMS NOT COMPLETED AT THE END OF THE DAY WILL BE CONTINUED TO A DATE, TIME, AND PLACE TO BE DETERMINED ON WEDNESDAY, AUGUST 15, 2007.

*** Unofficial caption assigned by legislative staff for tracking purposes. Such caption is not part of the titles set by the Board.**

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STATE OF COLORADO
Department of State
1700 Broadway
Suite 270
Denver, CO 80290



Mike Coffman
Secretary of State

Holly Z. Lowder
Director, Elections Division

August 8, 2007

NOTICE OF REHEARING MEETING

You are hereby notified that the Secretary of State,
Attorney General, and the Director of the Office of Legislative

Legal Services will meet for a rehearing
for a proposed initiative concerning

2007 - 2008 #38*

Wednesday, August 15, 2007 at 2:00 p.m.

Secretary of State's Blue Spruce Conference Room
1700 Broadway, Suite 270
Denver, Colorado

You are invited to attend.

MIKE COFFMAN
Secretary of State

AUDIO BROADCASTS NOW AVAILABLE. PLEASE VISIT WWW.SOS.STATE.CO.US AND CLICK ON THE "INFORMATION CENTER".

MOTION FOR REHEARING TEXT ALSO AVAILABLE ON OUR WEBSITE, LOCATED ON THE INITIATIVE INFORMATION PAGE UNDER "TITLE BOARD FILINGS".

* Unofficially captioned "**Prohibition on Certain Conditions of Employment**" by legislative staff for tracking purposes. Such caption is not part of the titles set by the Board.

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ELECTIONS / LICENSING
SECRETARY OF STATE

BEFORE THE TITLE SETTING BOARD OF COLORADO .

In the Matter of Initiative 2007-08 #38 (Prohibition on Certain Conditions of Employment),
Ryan Frazier and Julian Jay Cole, Proponents

MOTION FOR REHEARING

On behalf of Dorothy R. Wright, a registered elector of the State of Colorado, the law firm of Isaacson Rosenbaum P.C., submits this Motion for Rehearing because Initiative 2007-08 #38 contains multiple subjects.

On August 1, 2007, the Title Board met and found that this initiative meets the single subject requirement. It then amended the staff's draft title and adopted the following ballot title language:

An amendment to the Colorado Constitution concerning participation in a labor organization as a condition of employment, and in connection therewith, prohibiting an employer from requiring that a person refrain from voluntary affiliation with or financial support of a labor organization or requiring that a person be a member or pay any moneys to a labor organization or to any other third party in lieu of payment to a labor organization; prohibiting a deduction of any moneys from an employee's wages, earnings, or other compensation to be paid to a labor organization without prior approval from the employee; and creating a misdemeanor penalty for a person who violates the provisions of the section.

Subsection (2) of the measure prohibits requiring that a person may be employed if he or she: (a) becomes or remains a member of a labor organization; (b) ends a voluntary relationship with a labor organization; (c) pays any money to a labor organization; or (d) pays money to any third party if such payments are required of a labor organization's members. This portion of the initiative reflects the single subject statement that was proposed by staff, endorsed by Proponents, and adopted by the Board: "concerning participation in a labor organization as a **condition of employment.**" (Emphasis added.)

In contrast, Subsection (3) prohibits any wage deduction for "union dues, fees, assessments or other charges" that are "held for, transferred to, or paid over to a labor organization" unless authorized by an employee. This provision is not couched as a "condition of employment" in the initiative text. Instead, subsection (3) is a flat-out ban on wage deductions unless approved by an employee.

Colloquially, these two concepts are known as "right to work" and "paycheck protection." They are not part of the same subject for several reasons.

First, these are substantively separate subjects. "Right to work" presents voters with the question of whether union membership should be a prerequisite to employment. "Paycheck protection" presents voters with the question of how employers determine whether deductions can be taken from employee wages. There is no common theme between these topics, or at least no theme definite enough to pass the single subject test.

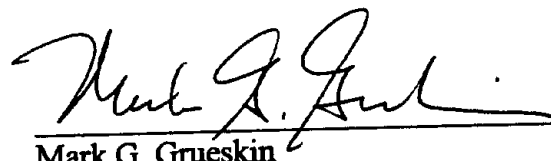
Second, there is no necessary or proper connection between "right to work" and "paycheck protection." See C.R.S. § 1-40-106.5(1)(e)(I). The "paycheck protection" provisions are not functionally related to restricting conditions under which a worker may be employed. Likewise, the "right to work" provisions are not functionally related to the proposed litmus test for authorizing paycheck deductions. Independent considerations factor into each of the two segments of this initiative, and voters should not be forced to balance entirely distinct issues when voting on a ballot measure.

Third, "paycheck protection" is a surreptitious element of Initiative 2007-08 #38 and thus violates the single subject requirement. See C.R.S. § 1-40-106.5(1)(e)(II). Based on the title, voters will think that they are voting on the single subject statement relating to whether a person may be required to belong to a union in order to work at a given job. That is part of this package, but voters will also be voting on a new consent requirement for deductions from wages. The single subject statement endorsed by the Board and the Proponents does not – and could not – encompass this second subject.

WHEREFORE, it is respectfully requested that the ballot title and submission clause adopted for Initiative 2007-08 #38 be stricken and the initiative be returned to the Proponents.

Submitted this 8th day of August, 2007.

ISAACSON ROSENBAUM P.C.



Mark G. Grueskin
633 17th Street, Suite 2200
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Phone: 303-256-3941
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Email: mgrueskin@ir-law.com

Movant's address:

1922 S. Grant Street
Denver, CO 80202

CERTIFICATE OF SERVICE

I hereby certify that on the 8th day of August, 2007, a true and correct copy of the foregoing **Motion for Rehearing** was sent via U.S. mail, first class postage prepaid, to the Proponents, through their legal counsel, at the following address:

John Berry, Esq.
1799 Pennsylvania Street, Suite 270
Denver, CO 80203

Amy Knight

STATE OF COLORADO
Department of State
1700 Broadway, Suite 270
Denver, CO 80290



Mike Coffman
Secretary of State

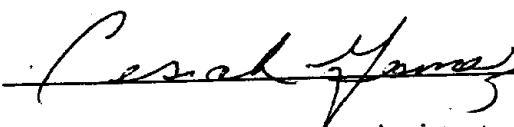
Holly Z. Lowder
Director, Elections Division

RECEIPT

To: Mark Grueskin
Date: August 8, 2007
Re: Proposed Initiative 2007-2008 #38
Time: 10:49 a.m.

The Secretary of State's office on this day received from Mark Grueskin, a Motion for Rehearing on Proposed Initiative 2007-2008 #38. Your copy of the rehearing notice is attached.

Secretary of State's Office

By 
Cesi Gomez, Administrative Assistant

Ballot Title Setting Board

Proposed Initiative 2007-2008 #38¹

The title as designated and fixed by the Board is as follows:

An amendment to the Colorado constitution concerning participation in a labor organization as a condition of employment, and, in connection therewith, prohibiting an employer from requiring that a person refrain from voluntary affiliation with or financial support of a labor organization, or requiring that a person be a member or pay any moneys to a labor organization or to any other third party in lieu of payment to a labor organization; prohibiting a deduction of any moneys from an employee's wages, earnings, or other compensation to be paid to a labor organization without prior approval from the employee; and creating a misdemeanor criminal penalty for a person who violates the provisions of the section.

The ballot title and submission clause as designated and fixed by the Board is as follows:

Shall there be an amendment to the Colorado constitution concerning participation in a labor organization as a condition of employment, and, in connection therewith, prohibiting an employer from requiring that a person refrain from voluntary affiliation with or financial support of a labor organization, or requiring that a person be a member or pay any moneys to a labor organization or to any other third party in lieu of payment to a labor organization; prohibiting a deduction of any moneys from an employee's wages, earnings, or other compensation to be paid to a labor organization without prior approval from the employee; and creating a misdemeanor criminal penalty for a person who violates the provisions of the section?

Hearing August 1, 2007:

Single subject approved; staff draft amended; titles set.

Hearing adjourned 3:23p.m.

¹ Unofficially captioned "Prohibition on Certain Conditions of Employment" by legislative staff for tracking purposes. Such caption is not part of the titles set by the Board.



SUMMARY OF BOARD ACTION

Initiative Title Setting Review Board

Wednesday, August 1, 2007, 1:30 p.m.

Secretary of State's Blue Spruce Conference Room

1700 Broadway, Suite 270

Denver, Colorado

The order for the day was:

1. **2007 –2008 #36 – “Definition of Person”* – Rehearing**
Commenced 1:31 p.m.; Motion for Rehearing denied; adjourned 2:56 p.m.
2. **2007 –2008 #38 – “Prohibition on Certain Conditions of Employment”***
Commenced 3:03 p.m.; single subject approved; staff draft amended; titles set; adjourned 3:23 p.m.
3. **2007 –2008 #37 – “Repeal of Colorado Water Resources and Power Development Authority”***
Commenced 3:23 p.m.; at the request of proponents, technical correction allowed in text of measure; single subject approved; staff draft amended; titles set; adjourned 4:00 p.m.

ALL AGENDA ITEMS WERE COMPLETED.

* Unofficial caption assigned by legislative staff for tracking purposes. Such caption is not part of the titles set by the Board.

STATE OF COLORADO
Department of State
1700 Broadway
Suite 270
Denver, CO 80290



Mike Coffman
Secretary of State

Holly Z. Lowder
Director, Elections Division

AGENDA

Initiative Title Setting Review Board
Wednesday, August 1, 2007, 1:30 p.m.
Secretary of State's Blue Spruce Conference Room
1700 Broadway, Suite 270
Denver, Colorado

The order for the day shall be as follows:

- 1. 2007-2008 #36 - "Definition of Person"* - Rehearing**
- 2. 2007-2008 #38 - "Prohibition on Certain Conditions of Employment"***
- 3. 2007-2008 #37 - "Repeal of Colorado Water Resources and Power Development Authority"***

AUDIO BROADCASTS NOW AVAILABLE. PLEASE VISIT WWW.SOS.STATE.CO.US AND CLICK ON THE "INFORMATION CENTER".

AGENDA ITEMS NOT COMPLETED AT THE END OF THE DAY WILL BE CONTINUED TO A DATE, TIME, AND PLACE TO BE DETERMINED ON WEDNESDAY, AUGUST 1, 2007.

*** Unofficial caption assigned by legislative staff for tracking purposes. Such caption is not part of the titles set by the Board.**

Main Number
TDD
Fax

(303) 894-2200
(303) 869-4867
(303) 869-4861

Web Site
E-mail - Elections

www.sos.state.co.us
sos.elections@sos.state.co.us

Ballot Title Setting Board

Proposed Initiative 2007-2008 #38¹

The title as designated and fixed by the Board is as follows:

1 An amendment to the Colorado constitution concerning participation in a
2 labor organization as a condition of employment, and, in connection therewith,
3 prohibiting a requirement that a person refrain from voluntary affiliation with, or
4 financial support of, a labor organization; prohibiting a requirement that a person
5 become or remain a member or pay any moneys to a labor organization or to any
6 other third party in lieu of payment to a labor organization; prohibiting a deduction of
7 any moneys from an employee's wages, earnings, or other compensation to be paid to
8 a labor organization without prior approval from the employee; and creating a
9 misdemeanor criminal penalty for a person who violates the provisions of the section.

The ballot title and submission clause as designated and fixed by the Board is as follows:

10 Shall there be an amendment to the Colorado constitution concerning
11 participation in a labor organization as a condition of employment, and, in connection
12 therewith, prohibiting a requirement that a person refrain from voluntary affiliation
13 with, or financial support of, a labor organization; prohibiting a requirement that a
14 person become or remain a member or pay any moneys to a labor organization or to
15 any other third party in lieu of payment to a labor organization; prohibiting a
16 deduction of any moneys from an employee's wages, earnings, or other compensation
17 to be paid to a labor organization without prior approval from the employee; and
18 creating a misdemeanor criminal penalty for a person who violates the provisions of
19 the section?

¹ Unofficially captioned "Prohibition on Certain Conditions of Employment" by legislative staff for tracking purposes. Such caption is not part of the titles set by the Board.

STATE OF COLORADO
Department of State
1700 Broadway
Suite 270
Denver, CO 80290



Mike Coffman
Secretary of State

Holly Z. Lowder
Director, Elections Division

July 23, 2007

NOTICE OF MEETING

You are hereby notified that the Secretary of State,
Attorney General, and the Director of the Office of Legislative

Legal Services will meet for a hearing

for a proposed initiative concerning

2007 - 2008 #38*

Wednesday, August 1, 2007 at 1:30 p.m.

Secretary of State's Blue Spruce Conference Room

1700 Broadway, Suite 270

Denver, Colorado

You are invited to attend.

Mike Coffman
Secretary of State

AUDIO BROADCASTS NOW AVAILABLE. PLEASE VISIT WWW.SOS.STATE.CO.US AND CLICK ON THE "INFORMATION CENTER".

PROPOSED INITIATIVE TEXT ALSO AVAILABLE ON OUR WEBSITE, LOCATED ON THE INITIATIVE INFORMATION PAGE UNDER "TITLE BOARD FILINGS".

* Unofficially captioned "Prohibition on Certain Conditions of Employment" by legislative staff for tracking purposes. Such caption is not part of the titles set by the Board.

Main Number (303) 894-2200
TDD (303) 869-4867
Fax (303) 869-4861

Web Site
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www.sos.state.co.us
sos.elections@sos.state.co.us

STATE OF COLORADO
Department of State
1700 Broadway
Suite 270
Denver, CO 80290



Mike Coffman
Secretary of State

Holly Z. Lowder
Director, Elections Division

July 23, 2007

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Wednesday, August 1, 2007 at 1:30 p.m.

Secretary of State's Blue Spruce Conference Room

1700 Broadway, Suite 270

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You are invited to attend.

Mike Coffman
Secretary of State

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PROPOSED INITIATIVE TEXT ALSO AVAILABLE ON OUR WEBSITE, LOCATED ON THE INITIATIVE INFORMATION PAGE UNDER "TITLE BOARD FILINGS".

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STATE OF COLORADO
Department of State
1700 Broadway
Suite 270
Denver, CO 80290



Mike Coffman
Secretary of State

Holly Z. Lowder
Director, Elections Division

RECEIPT

To: John Berry
Date: July 12, 2007
Re: Proposed Initiative 2007-2008 #38
Time: 9:51 a.m.

The Secretary of State's office on this day received from John Berry, a copy of the original text submitted with the Legislative Council, a copy of the highlighted changes, and the final copy of the text of proposed initiative 2007-2008 #38. Your copy of the notice of hearing is attached.

Secretary of State's Office

By *Cesi Gomez*

Cesi Gomez, Administrative Assistant

Final ~~Text~~ #38

RECEIVED

JUL 12 2007

ELECTIONS / LICENSING
SECRETARY OF STATE

9.5 lam
JWM

Be it Enacted by the People of the State of Colorado:

SECTION 1. Article XVIII of the constitution of the state of Colorado is amended BY THE ADDITION OF A NEW SECTION to read:

Section 16. Right to work. (1) THIS AMENDMENT SHALL BE KNOWN AND MAY BE CITED AS THE "COLORADO RIGHT TO WORK AMENDMENT".

(2) NO PERSON SHALL BE REQUIRED, AS A CONDITION OF EMPLOYMENT OR CONTINUATION OF EMPLOYMENT, TO:

(a) RESIGN OR REFRAIN FROM VOLUNTARY AFFILIATION WITH OR VOLUNTARY FINANCIAL SUPPORT OF A LABOR ORGANIZATION;

(b) BECOME OR REMAIN A MEMBER OF A LABOR ORGANIZATION;

(c) PAY ANY DUES, FEES, ASSESSMENTS, OR OTHER CHARGES OF ANY KIND OR AMOUNT TO A LABOR ORGANIZATION; OR

(d) PAY TO ANY CHARITY OR OTHER THIRD PARTY, IN LIEU OF SUCH PAYMENTS, ANY AMOUNT EQUIVALENT TO OR PRO RATA PORTION OF DUES, FEES, ASSESSMENTS, OR OTHER CHARGES REGULARLY REQUIRED OF MEMBERS OF A LABOR ORGANIZATION.

(3) IT SHALL BE UNLAWFUL TO DEDUCT FROM THE WAGES, EARNINGS, OR COMPENSATION OF AN EMPLOYEE ANY UNION DUES, FEES, ASSESSMENTS, OR OTHER CHARGES TO BE HELD FOR, TRANSFERRED TO, OR PAID OVER TO A LABOR ORGANIZATION UNLESS THE EMPLOYEE HAS FIRST AUTHORIZED SUCH DEDUCTION.

(4) THIS SECTION SHALL APPLY TO ALL UNION EMPLOYMENT CONTRACTS ENTERED INTO AFTER THE EFFECTIVE DATE OF THIS SECTION AND SHALL APPLY TO ANY RENEWAL OR EXTENSION OF ANY EXISTING UNION CONTRACT.

(5) ANY PERSON WHO DIRECTLY OR INDIRECTLY VIOLATES ANY PROVISION OF THIS SECTION COMMITS A MISDEMEANOR AND UPON CONVICTION THEREOF SHALL BE PUNISHED BY A FINE IN AN AMOUNT EQUIVALENT TO THE MOST STRINGENT MISDEMEANOR CLASSIFICATION PROVIDED BY LAW.

(6) AS USED IN THIS SECTION, "LABOR ORGANIZATION" MEANS

ANY ORGANIZATION OF ANY KIND, OR AGENCY OR EMPLOYEE REPRESENTATION COMMITTEE OR UNION, THAT EXISTS FOR THE PURPOSE, IN WHOLE OR IN PART, OF DEALING WITH EMPLOYERS CONCERNING WAGES, RATES OF PAY, HOURS OF WORK, OTHER CONDITIONS OF EMPLOYMENT, OR OTHER FORMS OF COMPENSATION; ANY ORGANIZATION THAT EXISTS FOR THE PURPOSE OF COLLECTIVE BARGAINING OR OF DEALING WITH EMPLOYERS CONCERNING GRIEVANCES; AND ANY ORGANIZATION PROVIDING OTHER MUTUAL AID OR PROTECTION IN CONNECTION WITH EMPLOYMENT.

SECTION 2. Effective date. This amendment shall take effect upon proclamation of the vote by the governor.

John Berry
Attorney at Law
1799 Pennsylvania Street, Suite 270
Denver, Colorado 80203
303-839-1266 (FAX)
303-839-8198
June 26, 2007

John Berry 5555 W. Col. Co.

HAND DELIVERED

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

RECEIVED

JUL 12 2007 (H)
9:51 AM.
ELECTIONS / LICENSING
SECRETARY OF STATE

RE: Initiative filing

Dear Mr. Mlinek:

On behalf of the proponents, I have filing the attached proposed initiative for review and comment by your staff. The proponents of this initiative are:

Ryan Frazier
19564 E. 59th Place
Aurora, CO 80019

Julian Jay Cole
2374 Foothills Drive South
Golden, CO 80401

Please direct all correspondence in regard to this initiative to me. Thank you for your consideration.

Sincerely,



John Berry

Be It Enacted by the People of the State of Colorado:

Be it Enacted by the People of the State of Colorado:

SECTION 1. Article XVIII of the ~~Colorado Constitution~~ constitution of the state of Colorado is amended BY THE ADDITION OF A NEW SECTION to read:

Section 16. Right to ~~Work~~ work. (1) THIS AMENDMENT SHALL BE KNOWN AND MAY BE CITED AS THE "COLORADO RIGHT TO WORK AMENDMENT."

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(c) PAY ANY DUES, FEES, ASSESSMENTS, OR OTHER CHARGES OF ANY KIND OR AMOUNT TO A LABOR ORGANIZATION; OR

(d) PAY TO ANY CHARITY OR OTHER THIRD PARTY, IN LIEU OF SUCH PAYMENTS, ANY AMOUNT EQUIVALENT TO OR PRO RATA PORTION OF DUES, FEES, ASSESSMENTS, OR OTHER CHARGES REGULARLY REQUIRED OF MEMBERS OF A LABOR ORGANIZATION.

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(4) ~~THE PROVISIONS OF THIS SECTION SHALL APPLY TO ALL UNION EMPLOYMENT CONTRACTS ENTERED INTO AFTER THE EFFECTIVE DATE OF THIS SECTION AND SHALL APPLY TO ANY RENEWAL OR EXTENSION OF ANY EXISTING UNION CONTRACT.~~

(5) ANY PERSON WHO DIRECTLY OR INDIRECTLY VIOLATES ANY PROVISION OF THIS SECTION COMMITS A MISDEMEANOR AND UPON CONVICTION THEREOF SHALL BE PUNISHED BY A FINE OF NOT MORE THAN FIVE HUNDRED DOLLARS IN AN AMOUNT EQUIVALENT TO THE

John Berry 7/11/07 2:20 PM
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John Berry 7/12/07 9:32 AM
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John Berry 7/12/07 9:32 AM
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RECEIVED

JUL 12 2007 (9:51 AM)

ELECTIONS / LICENSING
SECRETARY OF STATE

W

John Berry 7/11/07 2:32 PM
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John Berry 7/11/07 2:34 PM
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MOST STRINGENT MISDEMEANOR CLASSIFICATION PROVIDED BY LAW.

(6) AS USED IN THIS SECTION, "LABOR ORGANIZATION" MEANS ANY ORGANIZATION OF ANY KIND, OR AGENCY OR EMPLOYEE REPRESENTATION COMMITTEE OR UNION, THAT EXISTS FOR THE PURPOSE, IN WHOLE OR IN PART, OF DEALING WITH EMPLOYERS CONCERNING WAGES, RATES OF PAY, HOURS OF WORK, OTHER CONDITIONS OF EMPLOYMENT, OR OTHER FORMS OF COMPENSATION; ANY ORGANIZATION THAT EXISTS FOR THE PURPOSE OF COLLECTIVE BARGAINING OR OF DEALING WITH EMPLOYERS CONCERNING GRIEVANCES; AND ANY ORGANIZATION PROVIDING OTHER MUTUAL AID OR PROTECTION IN CONNECTION WITH EMPLOYMENT.

John Berry 7/11/07 2:40 PM
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SECTION 2. Effective date. This amendment shall take effect upon proclamation of the vote by the governor.

RECEIVED

Be It Enacted by the People of the State of Colorado:

JUL 12 2007 (M) 9:51 a.m.
ELECTIONS / LICENSING
SECRETARY OF STATE WJ

SECTION 1. Article XVIII of the Colorado Constitution is amended BY THE ADDITION OF A NEW SECTION to read:

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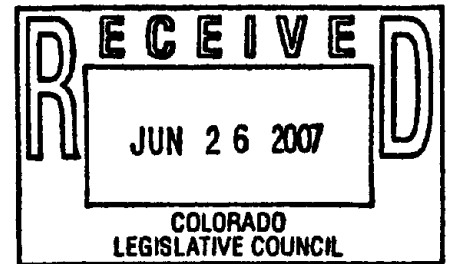
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(5) ANY PERSON WHO DIRECTLY OR INDIRECTLY VIOLATES ANY PROVISION OF THIS SECTION COMMITS A MISDEMEANOR AND UPON CONVICTION THEREOF SHALL BE PUNISHED BY A FINE OF NOT MORE THAN FIVE HUNDRED DOLLARS.

(6) AS USED IN THIS SECTION, "LABOR ORGANIZATION" MEANS ANY ORGANIZATION OF ANY KIND, OR AGENCY OR EMPLOYEE REPRESENTATION COMMITTEE OR UNION, THAT EXISTS FOR THE PURPOSE, IN WHOLE OR IN PART, OF DEALING WITH EMPLOYERS CONCERNING WAGES, RATES OF PAY, HOURS OF WORK, OTHER CONDITIONS OF EMPLOYMENT, OR OTHER FORMS OF COMPENSATION.

SECTION 2. Effective date. This amendment shall take effect upon proclamation of the vote by the governor.



RECEIVED

JUL 12 2007

ELECTIONS / LICENSING
SECRETARY OF STATE

gw a:51am
1799 Pennsylvania Street, Suite 270

John Berry
Attorney at Law
Denver, CO 80203
303-839-1266 (FAX)

303-839-8198

July 12, 2007

HAND DELIVERED

Mike Coffman
Secretary of State
1700 Broadway, Suite 270
Denver, CO 80290

RE: Title Setting for Initiative #38

Dear Secretary Coffman:

On behalf of the proponents, I am filing with you the attached initiative for the purpose of have the Title Setting Board set the ballot title and submission clause for this initiative for the 2008 general election. Included with the attachment are the original draft of the initiative as filed with Legislative Council, amendments made to the original draft in response to the hearing held before Legislative Council on July 10th, and a final draft. The proponents of this initiative are Ryan Frazier and Julian Cole.

Please direct all correspondence related to this initiative to me. Thank you for your consideration.

Sincerely,



John Berry



**Colorado
Legislative
Council
Staff**

Room 029 State Capitol, Denver, CO 80203-1784
(303) 866-3521 FAX: 866-3855 TDD: 866-3472

RECEIVED

NOTICE

JUL 13 2007

PUBLIC INITIATIVE HEARING
ELECTIONS/LICENSING
SECRETARY OF STATE **Tuesday, July 10, 2007**

The Colorado Constitution authorizes the registered electors of Colorado to propose changes in the state Constitution and the laws by petition. The original draft of the text of proposed initiated constitutional amendments and laws must be submitted to the General Assembly's legislative research and legal services offices for review and comment. Pursuant to the requirements of Article V, Section 1 (5), Colorado Constitution, the offices must submit comments to proponents at a meeting open to the public.

The directors of the Legislative Council Staff and the Office of Legislative Legal Services will hold a meeting with the proponents of the attached initiative proposal, unless the proposal is withdrawn by the proponents prior to the meeting.

Proposal Number: 2007-2008 #38
Time and Date of Meeting: 10:00 AM, Tuesday, July 10, 2007
Place of Meeting: HCR 0109, State Capitol
Topic of Proposal: Prohibition on Certain Conditions of Employment

1 **Be It Enacted by the People of the State of Colorado:**

2
3 **SECTION 1.** Article XVIII of the Colorado Constitution is amended BY
4 THE ADDITION OF A NEW SECTION to read:

5 **Section 16. Right to Work.** (1) THIS AMENDMENT SHALL BE
6 KNOWN AND MAY BE CITED AS THE "COLORADO RIGHT TO WORK
7 AMENDMENT".

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15 OF ANY KIND OR AMOUNT TO A LABOR ORGANIZATION; OR

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18 PORTION OF DUES, FEES, ASSESSMENTS, OR OTHER CHARGES
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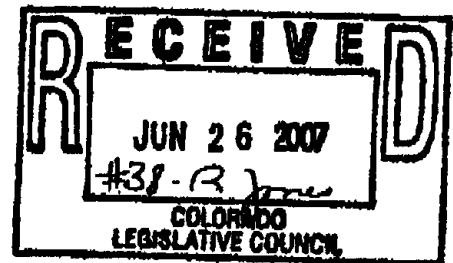
20
21 (3) IT SHALL BE UNLAWFUL TO DEDUCT FROM THE WAGES,
22 EARNINGS, OR COMPENSATION OF AN EMPLOYEE ANY UNION DUES,
23 FEES, ASSESSMENTS, OR OTHER CHARGES TO BE HELD FOR,
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25 UNLESS THE EMPLOYEE HAS FIRST AUTHORIZED SUCH DEDUCTION.

26
27 (4) THE PROVISIONS OF THIS SECTION SHALL APPLY TO ALL
28 EMPLOYMENT CONTRACTS ENTERED INTO AFTER THE EFFECTIVE
29 DATE OF THIS SECTION AND SHALL APPLY TO ANY RENEWAL OR
30 EXTENSION OF ANY EXISTING CONTRACT.

31
32 (5) ANY PERSON WHO DIRECTLY OR INDIRECTLY VIOLATES ANY
33 PROVISION OF THIS SECTION COMMITS A MISDEMEANOR AND UPON
34 CONVICTION THEREOF SHALL BE PUNISHED BY A FINE OF NOT MORE
35 THAN FIVE HUNDRED DOLLARS.

1
2 (8) AS USED IN THIS SECTION, "LABOR ORGANIZATION" MEANS
3 ANY ORGANIZATION OF ANY KIND, OR AGENCY OR EMPLOYEE
4 REPRESENTATION COMMITTEE OR UNION, THAT EXISTS FOR THE
5 PURPOSE, IN WHOLE OR IN PART, OF DEALING WITH EMPLOYERS
6 CONCERNING WAGES, RATES OF PAY, HOURS OF WORK, OTHER
7 CONDITIONS OF EMPLOYMENT, OR OTHER FORMS OF
8 COMPENSATION.
9

10 SECTION 2. **Effective date.** This amendment shall take effect upon
11 proclamation of the vote by the governor.



John Berry
Attorney at Law
1799 Pennsylvania Strret, Suite 270
Denver, Colorado 80203
303-839-1266 (FAX)
303-839-8198
June 26, 2007

HAND DELIVERED

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

RE: Initiative filing

Dear Mr. Mlinek:

On behalf of the proponents, I have filing the attached proposed initiative for review and comment by your staff. The proponents of this initiative are:

Ryan Frazier
19564 E. 59th Place
Aurora, CO 80019

Julian Jay Cole
2374 Foothills Drive South
Golden, CO 80401

Please direct all correspondence in regard to this initiative to me. Thank you for your consideration.

Sincerely,



John Berry

Confirmation Report - Memory Send

Page : 001
Date & Time: Jul-13-07 07:33
Line 1 :
Line 2 :
Machine ID :

Job number : 996
Date : Jul-13 07:32
To : 97209811507
Number of pages : 002
Start time : Jul-13 07:32
End time : Jul-13 07:33
Pages sent : 002
Status : OK

Job number : 996 *** SEND SUCCESSFUL ***

Dana Jaclyn Williams
1700 Broadway, Suite 270
Denver, CO 80290
(303) 864-2200 ext. 6330
(303) 866-4861 Fax
dana.Williams@sos.state.co.us
www.sos.state.co.us

Colorado Secretary
of State
Mike Coffman

Fax

To: Pat Gill	From: Dana Williams
Fax: (720) 981-1507	Pages: 2
Phone: (720) 981-1000	Date: 7/13/07
Re: Rooming List for 7/25/07	CC:

Urgent
 For Review
 Please Comment
 Please Reply
 Please Recycle

Comments:

Pat -
Do you have room for one more?
If not, I can have a couple of
counties share a room.
You are the best!
Thanks,
Dana Williams

COLORADO GENERAL ASSEMBLY



EXECUTIVE COMMITTEE
Rep. Andrew Romanoff, Chairman
Sen. Joan Fitz-Gerald, Vice
Chairman
Sen. Ken Gordon
Sen. Andy McElhany
Rep. Aloe Madden
Rep. Mike May

COMMITTEE
Sen. Greg Brophy
Sen. Peter Groff
Sen. Ron May
Sen. Brandon Shaffer
Sen. Nancy Spence
Sen. Sue Windels
Rep. David Balmer
Rep. Dorothy Butcher
Rep. Bill Cadman
Rep. Mike Carbo
Rep. Michael Garcia
Rep. C. Gardner

STAFF
Kirk Minek, Director
Daniel Chapman, Assistant Director,
Administration
Deborah Godshall, Assistant Director,
Research

LEGISLATIVE COUNCIL

ROOM 029 STATE CAPITOL
DENVER, COLORADO 80203-1784
E-mail: lcs.ga@state.co.us

303-866-3521 FAX: 303-866-3855 TDD: 303-866-3472

FAX COVER SHEET

Please deliver the following pages to:

Name: Cesi Gomez

Fax Number: _____

Date: _____

Total number of pages: 5, including this page.

From: Robin Jane

Comments: _____

RECEIVED
JUL 13 2007
ELECTIONS/LICENSING
SECRETARY OF STATE

Please report any problems as soon as possible, phone: 303-866-3521
Fax Phone: 303-866-3855