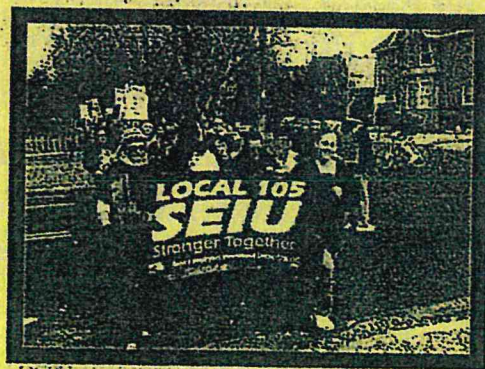
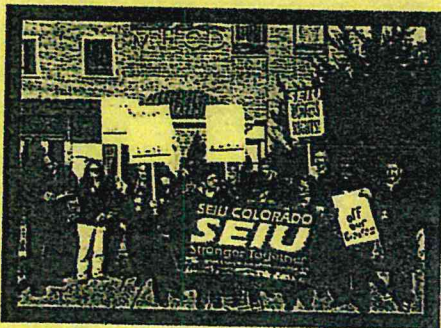


# Union History at MHCD

**1991** We called Local 105 to help us organize because it was increasingly clear that MHCD management was not listening to our needs. The following were some of our issues: our prescription cards were taken from us, our health benefit premiums were raised, dozens of us were laid off, we had no wage increase, and we felt more and more that management would not listen to us. We felt that many managers no longer shared our commitment to our consumers.

We began our unionizing efforts and quickly won support from nearly 75% of the workers. Management responded, not by listening to our needs, but by hiring a consultant to instruct our supervisors on how to keep the Union out. So we went to the Board of Directors and the Mayor of Denver. We hired a mime to make our case to the Board pointedly but with humor. We wrote so many letters to the Mayor that his staff asked us to please slow down. As a result, the Mayor told our Board of Directors that he supported our right to collective bargaining. Despite management's expensive legal maneuverings we prevailed in having our election and winning recognition on Our Union.

Then we began bargaining our initial contract. From the beginning, management showed that they did not take the process seriously. They stalled and often came to the bargaining sessions unprepared. The workers put pressure on the management committee by signing a petition giving notice to the Executive Director of plans to begin informal picketing unless the contract was completed in a timely fashion. Finally management got the message and the contract was completed. Employees ratified the contract by a 92% margin.



**LOCAL 105**  
  
**SEIU**  
*Stronger Together*