AMERICAN ARBITRATION ASSOCIATION, ADMINISTRATOR

ELECTIONS DEPARTMENT

In the matter:

STATE OF COLORADO – EXECUTIVE ORDER D 028 07

COLORADO DIVISON OF LABOR AND COLORADO WINS (an affiliate of AFSCME, SEIU,

and AFT)

CERTIFICATION OF RESULTS - LABOR, TRADES AND CRAFTS UNIT

Pursuant to Executive Order D 028 07, the American Arbitration Association (AAA) was

retained to review show of interest cards from Covered Employees from the Colorado

Labor, Trades and Crafts Unit. Said cards were filed with the AAA by Colorado WINS (an

affiliate of AFSCME, SEIU, and AFT) on Tuesday, April 2, 2008. In addition, the Governor's

Designee for Employee Partnerships provided the AAA with a list of the 5,380 eligible

Covered Employees from the Labor, Trades and Crafts Unit.

The AAA proceeded to compare the show of interest cards with the names on the list of

Covered Employees on Tuesday, April 2, 2008 at 1675 Broadway, Suite 2550, Denver,

Colorado.

Based upon the list of eligible Covered Employees from the Labor, Trades and Crafts Unit

provided by the Governor's Designee, in order to meet the 30% threshold a valid show

of interest from 1,614 eligible Covered Employees from the Labor, Trades and Crafts Unit

is required. The AAA hereby certifies that 30% of the Covered Employees in the Labor,

Trades and Crafts Unit indicated, through their show of interest cards, that they desire to

be exclusively represented by Colorado WINS for the purpose of negotiating a

Partnership Agreement.

Jeffrey T. Zaino

Vice President - Elections Department

Jeffey 1. Fair

Dated: April 2, 2008

Jeffey T. Zain