

January 10th, 2024

Colorado State Senate
President James Coleman
200 E. Colfax Ave, Room 346
Denver, CO 80203

Dear President Coleman,

The Political Workers Guild of Colorado (PWG) is an open-model minority union that represents legislative aides, campaign workers, and political organizers who want to fight for dignity in our workplaces. We are a unit of the Denver Newspaper Guild-Communications Workers of America (TNG-CWA) Local 37074. Please allow this correspondence to serve as a formal complaint against Senator Sonya Jaquez Lewis filed on behalf of past affected staff Li Davis, Luke Doescher, Luis Echeverry, Lacey McGinty, and Molly Stawinoga. For violation of Senate Rule 41(a.5) of the Colorado Senate Rules (the "Rules"). This complaint is being filed pursuant to Rule 43, which requires the signed, written complaint be filed with the Senate President.

We have had several instances of former staffers coming forward to PWG in fear of retaliation for speaking out, and we encourage the committee to consider all documentation with the Office of Legislative and Workplace Relations and the Senate Democratic Leadership as it relates to her behavior. We would ask that if a committee is called and evidence gathered, the identities of former staff remain protected and the committee calls an executive session according to 24-6-402(4). It is our hope that the Senate Democrats will take the following claim and evidence into consideration.

Claim:

The Political Workers Guild is calling for an ethics committee in regard to the violation of Rule 41(a.5);

(a.5) Legislative ethics and official conduct. Legislative office is a trust to be performed with integrity in the public interest. A member is to be respectful of the confidence placed in that member by the other members of the Senate and by the people of the state of Colorado. A member shall respect and comply with the law and shall perform his or her legislative duties at all times in a manner that promotes public confidence in the integrity and independence of the Senate and of the General Assembly. By personal example and by admonition to colleagues whose behavior may threaten the honor and integrity of the lawmaking body, the member shall watchfully guard the responsibilities of the public office and the responsibilities and duties placed on the member by the Senate. To this end, each member shall be accountable to the Senate for violations of the Rules of the Senate, the Joint Rules of the Senate and the House of Representatives, the Constitution of the state of Colorado, or any provision of the code of ethics set forth in article 18 of title 24, Colorado Revised Statutes.

We believe the evidence shows the violation of Rule 41(a.5) by Senator Jaquez Lewis- particularly the following clauses;

- Integrity in the public interest
- A member shall respect and comply with the law
- ...the member shall watchfully guard the responsibilities of the public office and the responsibilities and duties placed on the member by the Senate

Evidence:

- Wage Theft¹
 - Senator Jaquez Lewis has shown repeated behavior with former staffers by committing wage theft. She then denied doing so as shown in the attached article.
- Non-Disclosure Agreements²
 - Senator Jaquez Lewis had former staffers sign NDAs and one of her recent former staffers signed an NDA despite the practice being illegal.
- Campaign Financing for Non-Campaign Related Work³
 - Senator Jaquez Lewis paid one of her aides to do yard work and fulfill other non-related duties with campaign funds. The aide also identified as Latino.
- Underreporting of campaign funds⁴
- Abuse of power dynamics⁵
 - Senator Jaquez Lewis has continually demoted and promoted her staff without reason.
- Lack of Accountability by Senator Jaquez Lewis and the continuation of repeated behaviors despite the acknowledgment of these actions by Leadership
 - Senator Jaquez Lewis has been quoted in several newspapers, never admitting wrongdoing or taking accountability for her actions.
- We are aware other ethics complaints have been filed and we want to acknowledge that we are not the first to make this complaint.⁶

Due to the nature of this complaint, we ask that leadership and a committee, if called, take into consideration the affected staffers when looking into evidence. We know of complaints and documentation, which we encourage the committee to consider, filed with OLWR in 2024, 2023, 2022, and 2021 in regard to behavior by Senator Jaquez Lewis and several letters sent to Senate Leadership. Those we have spoken with who have filed these complaints have largely asked to remain anonymous in fear of retaliation and in protection of their current careers. We have a few former staffers who have come forward and offered to sign this complaint in the hopes that their first-hand accounts of their experiences in Senator Jaquez Lewis' office will provide the committee with needed evidence. Along with this, we have attached a formal complaint that was already filed with Senate Leadership and OLWR. We ask that any press communications to the aggrieved parties who have signed go through the signatory of this letter, Hailey Shea Moore, and the Political Workers Guild if this letter is made public. We hold the committee to the highest standard of integrity and ask members to protect these former staffers to the best of their ability while still fulfilling their duty, if an investigation is called.

In Solidarity,



¹ <https://www.denverpost.com/2024/04/03/sonya-jaquez-lewis-colorado-senate-democrats-wage-theft-bill/>

² <https://coloradosun.com/2024/12/05/sonya-jaquez-lewis-aides-complaints/>,

³ See Page 4, 5, and 6 of Attached Complaint, and <https://www.cpr.org/2024/04/16/former-legislative-aides-workplace-concerns-against-senator-sonya-jaquez-lewis/>

⁴ <https://coloradosun.com/2025/01/03/sonya-jaquez-lewis-campaign-finance-complaint/>

⁵ Refer to letter sent to Senate Leadership November 15th, 2024 for this violation and others- with regard to the privacy of parties involved

⁶ Boulder County Democratic Party December 17th Resolution Committee Meeting Minutes

⁶ <https://coloradosun.com/2024/12/18/sonya-jaquez-lewis-ethics-complaint/>

Hailey Shea McMoore, Union Steward of Political Workers Guild of Colorado

On behalf of; Li Davis, Luke Doescher, Luis Echeverry, Lacey McGinty, and Molly Stawinoga