

## **Ensure COWINS stewards are compensated properly** <sup>[1]</sup>

October 17, 2023 by [Employee Services](#) <sup>[2]</sup>

Covered, classified employees for the State of Colorado are represented by the Colorado Workers for Innovative and New Solutions (COWINS) employee union. Employees who are designated as stewards may voluntarily conduct COWINS-related activities, with prior supervisor approval, during their work schedule. Approved steward time is paid to the Stewards for activities completed under Article 5.2 of the Partnership Agreement.

Instructions and forms are now available to request approval and properly track hours to pay COWINS stewards for approved activities on behalf of the union. Utilize these resources to understand your responsibilities and to request reimbursement for paid steward time.

[See how](#) <sup>[3]</sup>

If you have any questions, reach out to the HCM Services Desk at 303-860-4200, option 2 or at [hcm\\_community@cu.edu](mailto:hcm_community@cu.edu) <sup>[4]</sup>.

[HCM Community](#) <sup>[5]</sup>, [COWINS](#) <sup>[6]</sup>, [stewards](#) <sup>[7]</sup>, [payroll](#) <sup>[8]</sup>

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[2] <https://www.cu.edu/blog/hcm-community/author/9230> [3] <https://www.cu.edu/hcm-community/employee-transactions-0#tabs-2>

[4] [mailto:hcm\\_community@cu.edu](mailto:hcm_community@cu.edu)

[5] <https://www.cu.edu/blog/hcm-community/tag/hcm-community> [6] <https://www.cu.edu/blog/hcm-community/tag/cowins>

[7] <https://www.cu.edu/blog/hcm-community/tag/stewards>

[8] <https://www.cu.edu/blog/hcm-community/tag/payroll>