



February 23, 2022

Members of the Colorado General Assembly
200 E Colfax Avenue
Denver, CO 80203

Administration Building
5334 South Prince Street
Littleton, Colorado 80120
303-795-4630
arapahoegov.com

CARRIE WARREN-GULLY
District 1

NANCY N. SHARPE
District 2

JEFF BAKER
District 3

NANCY JACKSON
District 4

BILL L. HOLEN
District 5

RE: POTENTIAL PUBLIC EMPLOYEE COLLECTIVE BARGAINING LEGISLATION

Dear Members of the General Assembly,

The Arapahoe County Commissioners have sincere concerns regarding any potential public employee collective bargaining legislation.

Colorado's 64 counties provide direct, front-line services to citizens in the areas of human services, public health, voting, and division of motor vehicles, among others. All counties provide these services. Despite this commonality, our counties are very different entities. Consider some of the differences between counties:

1. Counties range in population from 730 (Hinsdale) to 730,000 (Denver).
2. County economies are driven by agriculture, tourism, service industry, military, technology, and a host of other regional economic differences.
3. Our 64 counties have different demographics, whether considering age, race, economics, or any other indicator. Some are growing, while others are shrinking.
4. Some counties are represented by a dozen legislators at the Capitol and are very "plugged in" to debates on legislation. Others don't even get Denver TV stations.
5. A few counties already have established collective bargaining agreements. These were put in place by duly elected county commissioners. Other county commissioners have declined to do so.

Despite all of these differences, our counties have one commonality – we all have locally elected county commissioners. These individuals must make decisions that impact their residents, remain accountable to voters, and then run for re-election. Local decision-making authority and accountability are fundamental for governance in our state. And in the same manner that state legislators dislike the federal government's "one size fits all" approach to mandates, Colorado's diverse and unique counties would like to be recognized as such by our State Legislature.

Further, we feel that any collective bargaining legislation should align with some of the best practices outlined in the National Labor Relations Act, such as prohibiting manager participation, including equitable certification and decertification processes, and maintaining key management rights regarding time and location of work, budgetary issues, and organizational structure.

It is with this perspective that we respectfully ask you to not consider the proposal as it is currently presented. That should be the decision of each locally elected Board of County Commissioners and mirror established best practices for collective bargaining.

Sincerely,

ARAPAHOE COUNTY BOARD OF COMMISSIONERS

A handwritten signature in blue ink that reads "Nancy Jackson". The signature is fluid and cursive, with a long horizontal stroke at the end.

Commissioner Nancy Jackson
Chair of Board

cc: Arapahoe County Delegation, Colorado General Assembly
Colorado Counties, Inc.
Counties and Commissioners Acting Together