



**SB/HB22-XXXX, Collective Bargaining for Counties**  
**Committee Testimony Talking Points / Assignments**  
 As of 4/25/2022

\*Testimony likely limited to 2 minutes, please plan accordingly\*

<b>Priority</b>	<b>Topics</b>	<b>Speaker(s)</b>
1	Principal – Direct impacts & costs to Coloradans	
1	Principal--Mandate on counties / Local Control	
1	Principal -- Endangering working relationship with employees	
1	Principal – Facing competition with other public employers	
1	Principal – Issue not ready for prime time	
1	Principal – Singling out of counties	
1	Principal -- Existing County approaches	
2	Principal – Creating conflict between other county electeds vs. commissioners (responsible for their budgets; who is negotiating?)	
2	Policy – County employees have state & federal mandated deadlines	
1	Policy – Commissioners are the fiduciary of the county (responsibility to tax payers)	
3	Policy – Broad definition of “terms and conditions of employment” leaves door open to various negotiations	
3	Policy – Prohibition of local governments from engaging with employees during recognition	
3	Policy – Union access during new employee orientation (should be determined in CBA, similar to their “access at work”; so employees can get to work immediately, which is often necessary)	
1	Policy – Strike agreement	
2	Policy – Lack of definition around “just cause” for dismissal	
3	Policy – Protections of employees’ personal information	
3	Policy – Definition of “formal discussion” with employees (any time supervisors meet with employees? Inferring our ability to address performance issues? Results in poor turn around / outcomes)	
3	Policy – Disciplinary action process (starkly different from CO Wins Model)	
2	Budget Impacts – State budget impacts	

1	Budget Impacts – Tightened budgets (and impacts to Coloradoans)	
1	Budget Impacts – Limited revenue increases (and impacts to Coloradoans)	
1	Budget Impacts – Additional/new staffing & admin. Costs	
2	Budget Impacts – Conditional costs (mediation/fact finding, salary/benefits, operational costs)	
1	Impacts – Loss of productivity (and thus decreased productivity/delivery of services)	
2	Impacts – Need for county to make premium pay arrangements (coverage for employees while participating in union business)	
1	Impacts—Multi-year financial agreements require a TABOR election (associated costs)	
3	Impacts—Electronic communications regarding union business are subject to CORA	
3	Impacts—Revision of all current personnel rules/conduct/policies	
3	Impacts—Counties limited in communicating factual information to employees during organizing campaigns	

### Important Testimony Components

- Thank you Mr. / Mrs. Chair and members of the Committee
- [Introduce yourself & your county]
- I echo the concerns raised today from my county colleague & those coming after me
- CCI overwhelmingly voted to oppose this legislation
- Talking Points...
- Thank you for your time and I urge you too to oppose mandated collective bargaining on counties