



SB22-230, Collective Bargaining for Counties

County Mandates:

- Annually Inform its employees of their rights granted [C.R.S. 8-3.3-103(5)]
 - Rights such as – organizing & joining an employee organization; negotiating grievances through an exclusive representative; participate in the employee organization’s political process
- Quarterly, provide the exclusive representative with county and personal contact information of employees in the bargaining unit [C.R.S. 8-3.3-104(2)]
 - Employees may request their personal information (ex. personal cell phone number) not be shared
- Allow exclusive representative access to employees in the bargaining unit in the following instances, details are to be determined in the collective bargaining agreement [C.R.S. 8-3.3-104 (3)]:
 - reasonable access to employees at work
 - meeting time with new hires within 30 days of hiring
 - notification of new employee orientation within 10 days
- Make payroll deductions for membership dues [C.R.S. 8-3.3-104(4)]
- Negotiate in good faith [C.R.S. 8-3.3-112]:
 - providing information, upon the request of the exclusive representative, on the terms and conditions of employment or the interpretation of the collective bargaining agreement
 - furnish data that is normally maintained and reasonably available / necessary for discussion/understanding of the collective bargaining agreement

County Authorities:

- Multiple bargaining units represented by the same employee organization may be consolidated at the request of the county [C.R.S. 8-3.3-112(3)]
- Both parties must make a good faith effort to complete negotiations on the collective bargaining agreement, so that it may be considered during the adoption of the county budget [C.R.S. 8-3.3-112(4)]
- Counties may respond to questions on employment and collective bargaining, so long as it is neutral [C.R.S. 8-3.3-115(b)]
- Ability to accept or reject fact-finding recommendations [C.R.S. 8-3.3-114(5)]

Collective Bargaining Agreement [C.R.S. 8-3.3-113]:

- Term: at least 12 months, less than 60 months (5 years)
 - in effect until a subsequent agreement is adopted
- Must include a grievance procedure culminating in final & binding arbitration
 - Grievance: process to resolve disputes regarding application of the collective bargaining agreement

- Does not allow for:
 - delayed interviewing of employees under investigation
 - use of paid time off for properly imposed suspensions
 - permit the expungement of records for infractions regarding use of physical/deadly force, etc.
 - limits on disciplinary action
 - limitations on complaints that may prompt an investigation into employee misconduct
- The appropriation of funds must be submitted to the BOCC at the meeting following agreement approval
- Counties & exclusive representatives shall not refuse to negotiate in good faith regarding wages, hours, and other terms and conditions of employment [C.R.S. 8-3.3-115(1)]

Anti-Strike Provision [C.R.S. 8-3.3-115(6)(a)]

“an exclusive representative...shall not threaten, facilitate, support, or cause a county employee to participate in the following: a strike; work stoppage; a work slowdown; a group sick out; or an action that disrupts, on a widespread basis, the day-to-day functioning of a county”