

Comparison of Existing County State
Approach to Collective Bargaining

	Adams County Collective Bargaining Agreement	Pueblo County Collective Bargaining Agreement	Existing State Approach (CO Wins, HB20-1153)	Proposed Public Employers Approach (Bill Draft 11.10.2021)
Term	3 yr.	3 yr.	n/a	Min. 12 months & Max. 60 months (5 yrs.)
C.B. Unit excludes supervisors & managers	prohibited	prohibited	prohibited	NOT prohibited
Compensation	A <u>minimum</u> increase to wages is negotiated in C.B. Agreement, barring a projected decrease in annual tax revenue	Prohibited Wages & Salary but does negotiate Benefits, Overtime, Promotions (mentioned in CBAs, but not negotiated)	Required to Negotiate	n/a
Hours of Work (includes breaks & overtime)	Negotiated in C.B. Agreement	Negotiated in C.B. Agreement	Required to be negotiated in C.B. Agreement	n/a
Strike/Lock Out Agreement	Prohibited in agreement	Informal Recognition to not Strike	Prohibited in Law	n/a
Exclusive "Just Cause" reasoning for disciplinary action	Included	n/a	n/a	Required
Disciplinary Action Process (inclusion of Union Rep.)	County reserves the right to discipline & a Union may file a grievance for violations; agreement lists possible reasons for discipline or termination; Union representatives may accompany employees through discipline process	Due Process outlined in Agreement, involving Human Resources, Supervisor, Director etc. and meetings/appeals to BOCC; Union Representative may participate	Optional for personnel actions	Union Rep. must be able to participate in examination of employee with employer; if an existing law provides due process for the appeals of employee discipline action, an employee may elect to use this process, unless the C.B. agreement provides otherwise

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Union Access to Employer Facilities	Granted reasonable access to non-working areas during non-working time to enforce & administer Agreement	Union leadership may confer with employees during business hours re-grievances or other matters incident to employment with prior consent of supervisor, shall not be unreasonably withheld	Yes (determined in partnership agreement)	Yes (access prescribed in statute, includes: employer sponsored events; e-mail communication; accessing facilities, bulletin boards)
E-Mail Access	n/a	Union may use County e-mail system to notify bargaining unit of meetings and elections, but may not exceed one/week	Employee Organization has right to access employees at work, including electronic communications	Employee Organization has right to access employees at work, including electronic communications
Bulletin Boards	Employer shall provide Union with exclusive bulletin board for Union communications (listed in agreement); Employer must also receive a copy of communications	Employer shall provide Union with a bulletin board to post notices pertinent to Union Business (listed in agreement); Employer may remove inappropriate or offensive materials, in consultation with Union President	n/a	Union must have access to a bulletin board to post Union related communications
Access at New Employee Orientation	Union provides County with a video made available following Department orientation	Human Resources must notify the Union of new employees scheduled for new employee orientation	Yes: state must provide notice of orientations; the structure, time & manner of access should be determined in the partnership agreement	Yes: access to materials & information and given opportunity to participate
Anti-Retaliation & Anti-Violence Clause	Included	n/a	Included	Included

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Dues deduction from Wages	Yes	Yes	Yes	Yes
Mediation Procedures	Outlined in C.B. Agreement	n/a	Prescribed in Law	Prescribed in Bill
Internal Grievance Procedures	Definited in agreement, includes internal and arbitration steps (arbitration is final & binding; arbitration purely determines if C.B. agreement was broken)	Defined in agreement, only internal process, no arbitration references	Must be included in partnership agreement & must be final and binding	Settled through Arbitration process prescribed in Bill

Notes:

this comparison reviews only the matters prescribed in the Colorado Wins Act (HB20-1153) and draft Public Employers Draft (as of 11.10.2021)

n/a : not addressed

C.B. : collective bargaining