

Comparison of Existing County State
Approach Based on Prescriptions in Draft Bill

	Adams County Current Agreement	Pueblo County Current Agreement	Las Animas County Proposed 2022 Agreement
Units/Departments	Human Services Dpt.	Human Services Dpt.; Facilities & Public Works Dpt.	Clerk & Recorder's Office; Treasurer's Office; Assessor's Office; Maintenance Dpt.; Road & Bridge Dpt.
Term of C.B. Agreement	3 yr.	3 yr.	3 yr.
Treatment of Supervisors & Managers	prohibited	prohibited	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)	Negotiated in C.B. Agreement
Hours of Work (includes breaks & overtime)	Negotiated in C.B. Agreement	Negotiated in C.B. Agreement	Negotiated in C.B. Agreement
Strike/Lock Out Agreement	Prohibited in agreement	Informal Recognition to not Strike	Prohibited in agreement
Exclusive "Just Cause" reasoning for disciplinary action	Included	n/a	Included
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	County reserves the right to discipline based on just cause; does not reference inclusion of Union Rep. in process
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	Granted reasonable access with notice to Administration/HR; County agrees to provide space on County property for some Union business, including bulletin board
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	n/a

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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	County provides the Union with a Bulletin Board for union-related notices
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	n/a
Anti-Retaliation & Anti-Violence Clause	Included	n/a	n/a
Dues deduction from Wages	Yes	Yes	Yes
Mediation Procedures	Outlined in C.B. Agreement	n/a	n/a
Internal Grievance Procedures	Defined 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	Defined in agreement, concludes with arbitration

***In addition, Summit County has a Collective Bargaining agreement; only with County bus drivers**

n/a : not addressed

C.B. : collective bargaining