



UNIVERSITY OF
**NORTHERN
COLORADO**



**COLORADO MESA
UNIVERSITY**



**COLORADO
MOUNTAIN COLLEGE**



COLORADO SCHOOL OF MINES
EARTH • ENERGY • ENVIRONMENT



Colorado State University



COLORADO
COMMUNITY COLLEGE SYSTEM

Aims
COMMUNITY COLLEGE



Colorado's Institutions of Higher Education are **OPPOSED to being included** in legislation mandating a collective bargaining process and **specifically request we not be included** in such a policy proposal if it moves forward.

UNIQUE CHALLENGES

Public institutions would experience unique fiscal challenges to implement such a policy, especially given that institutions vary in their operating and governance structures, missions, student populations and employee mix. A collective bargaining policy applied uniformly would likely have inequitable and unintended consequences.

- **SHARED GOVERNANCE:** A shared governance model is used with faculty/instructors, students, and staff. This is a **structured process that ensures a collaborative approach** to employee/employer relations.
- **ADMINISTRATIVE:** Institutions of higher education are not designed administratively to operate in a collective bargaining environment: **new positions would be needed** - labor relations negotiators and trainers, legal counsel with labor relations experience, administrative support, and IT support; governing boards with multiple institutions in dramatically **differing communities and labor markets across the state would dramatically increase the complexity and cost** of any collective bargaining process; and, the inclusion of temporary workers would also drastically change the operations, costs, and business model of our institutions.
- **TUITION SENSITIVITY:** This proposal **would be at odds with efforts focused on affordability in higher education**. Some institutions cannot raise tuition due to the price sensitivity of our students, and tuition caps are included annually in the Long Bill.
- **IMPACTS ON FINANCIAL AID OPPORTUNITIES:** Some **students are offered work study** and other temporary positions as part of their financial aid packages. Including such positions **could impact the ability of institutions to continue to offer** financial aid in this form.

FISCAL CHALLENGES

Unlike all other state agencies, **state funding is not guaranteed to cover current annual operational cost increases** - such as salaries and benefits for our employees and escalation in other non-discretionary costs. This situation leaves **student tuition as the primary funding stream** for operational costs, offset by general fund investment.

There is no way to guarantee this increased administrative costs would be covered by the state, nor a clear mechanism to do so.

- **HIGHER EDUCATION FUNDING FORMULA:** Current general fund investment in higher education is made through a formula, which includes a number of factors around student success and students served. **It is unclear how costs associated with this proposal could be addressed** for individual institutions based on the current funding mechanism.
- **STUDENT TUITION DOLLARS:** Because of the way higher education is funded, **student tuition dollars could be used to support union activities** - such as use of institution communications systems and other venues for union activity.

It is for these reasons, **the above signed institutions OPPOSE the inclusion of Colorado's public higher education entities in any proposal mandating collective bargaining.**