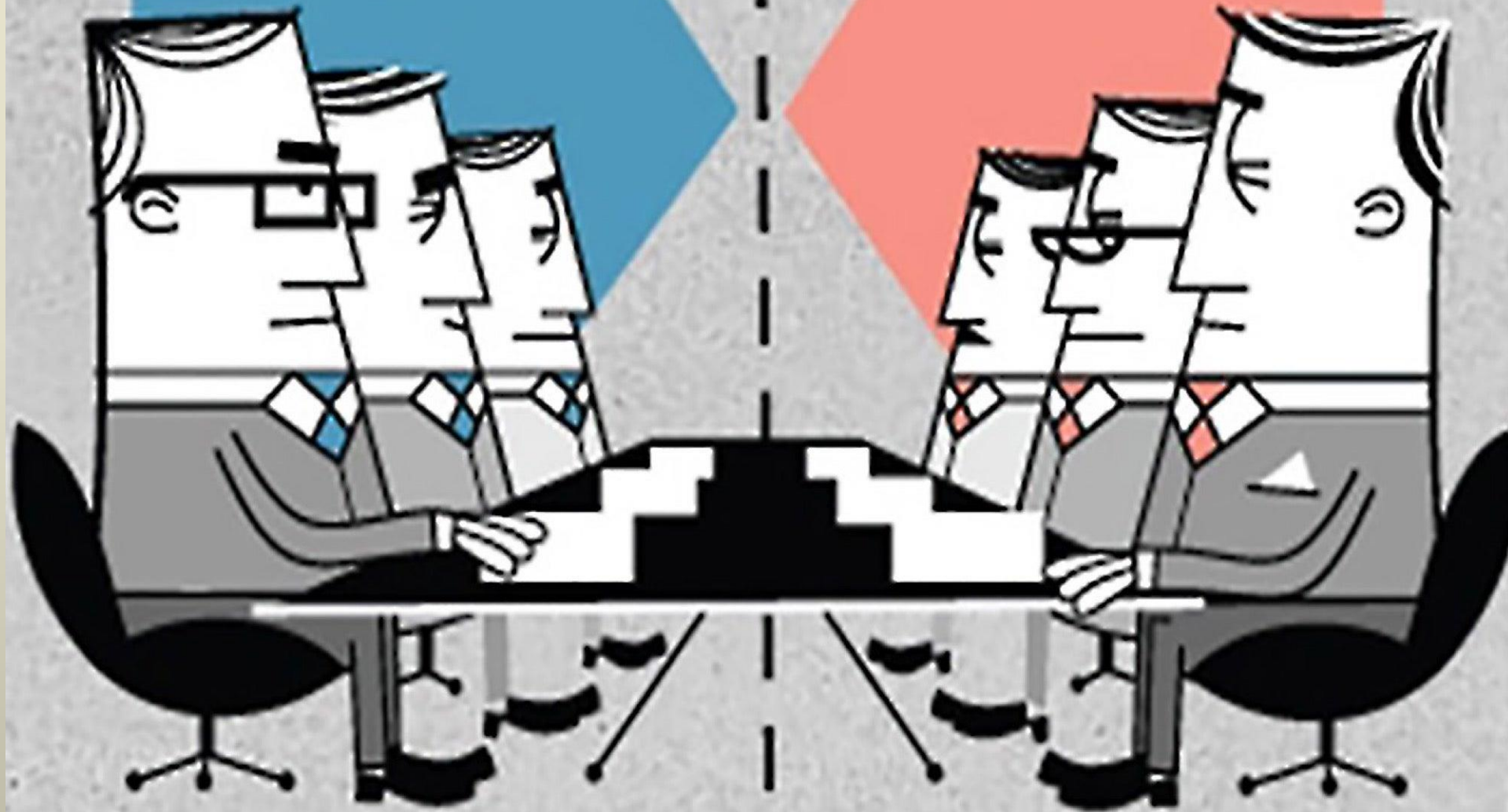


**SB22-230**

# **Collective Bargaining for Counties**



# **Collective Bargaining for Counties - At a Glance -**

- **Does not require county employees to unionize**
- **Does not compel a board of county commissioners to accept mediator's recommendation (this is also known as non-binding arbitration)**
- **Prohibits the bargaining unit from ordering a strike, slowdown or "sick-out" – but stops short of prohibiting rank and file employees from striking**
- **Allows county commissioners to consolidate bargaining units**

# **Collective Bargaining for Counties - Who's Exempted?**

- **Denver and Broomfield (Cities & Counties)**
- **Counties with population under 7,500 as reported by the most recent Census (approx. 23 counties)**
- **Counties governed by a home rule charter, IF that charter specifically prohibits collective bargaining**

# **Collective Bargaining for Counties - When Does it Start?**

**Effective date of the bill is July 1 of 2023, except that CLDE can begin work now on preparing their processes for conducting employee elections and other statutory oversight responsibilities.**

# **Collective Bargaining for Counties**

## **- Process for Formation of Bargaining Unit -**

- **At least 30% of employees need to sign on and file a petition with CO Department of Labor (and BOCC)**
- **Secret ballot election is held, and if 50% or more vote to form, then a bargaining unit is created**

# **Collective Bargaining for Counties - County Mandates -**

**IF a bargaining unit is formed, county is required to:**

- Negotiate in good faith on issues like wages, benefits and working conditions**
- Provide contact and wage/job title information on employees to bargaining unit each quarter**
- Update employees on their rights under the bill**

# **Collective Bargaining for Counties**

## **- County Mandates -**

- Provide exclusive representative ten days notice of new employee orientation and provide opportunity to talk to new employee(s)**
- Pay employees for time off to meet with exclusive representative**
- Make employee payroll deductions for union dues**

# **Collective Bargaining for Counties - Impasse Resolution -**

**If two sides cannot agree, the bill mandates impasse resolution (or some alternative dispute resolution method, if agreed to by both sides)**

- CDLE provides list of mediators (cost is shared by county and bargaining unit)**
- If mediation doesn't result in an agreement, a fact finder is appointed**



# **Collective Bargaining for Counties**

## **- Impasse Resolution -**

- **Fact finder will work with the parties and make a recommendation (fact finding costs are shared by the parties)**
- **Fact finder recommendation must be voted on and approved by BOTH parties**
- **If not approved, both sides must continue to negotiate in good faith**
- **Concerns about long, drawn-out labor disputes**

# **Collective Bargaining for County Employees**

**GREAT deal of uncertainty with respect to how  
this will play out across Colorado**

- **Important for counties to share resources,  
approaches and experiences**
- **“Learning as we go”**
- **CCI will act as a clearinghouse going  
forward (capturing and sharing examples and  
best practices on a dedicated web page)**
- **Interest in an ad hoc work group?**



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