

Council Agenda Summary

February 1, 2022

Key Staff Contact:

Raymond C. Lee III, City Manager

Paul J. Fetherston, Deputy City Manager for Enterprise Resources

Kathleen Hix, Interim Director of Human Resources

Ned Chapin, Assistant City Attorney – City Attorney's Office

Title:

2022 State Legislative Update

Summary:

The Second Session of the 73rd General Assembly commenced on January 12, 2022 and is scheduled to adjourn on May 11, 2022. During the session, it is anticipated that a number of bills of interest to the City of Greeley (City) will be submitted. Based on the significant interest in and potential impacts upon the City by legislative action, staff will provide regular updates to council throughout the legislative session.

Collective Bargaining Rights

Over the past several years, bills regarding expansion of collective bargaining in local government have been submitted. During this legislative session, it is anticipated that a similar bill will be submitted based on the information provided by the Colorado Municipal League (CML). The bill is expected to confer collective bargaining rights to all employees of municipalities and other public entities with the intention to subvert local control and home rule by allowing employees in municipalities with existing collective bargaining agreements to choose to apply the mandated structure in the legislation upon expiration of the current contract. The bill is expected to include the following:

- Creation of right of all local government employees to joint or form a union;
- Binding arbitration for all disputes;
- Bargaining for all matters affecting employment; and
- No restriction on strikes, work stoppages or slowdowns.

Currently, the Greeley City Charter includes provisions that apply to collective bargaining with the two unions currently in existence (police and fire). The provisions, outlined below, would be subject to collective bargaining following the expiration of current union contracts if the expected bill is approved in its current form:

	Greeley Fire – Charter § 13-4	Greeley Police – Charter § 14-4	Proposed Legislation
Employees Covered	GFD classified service except the ranks of Chief and Division Chief	Members of the civil service of the GPF except sergeant or above	All City Employees
Subjects of Bargaining	Compensation, hours, working conditions, grievance procedure, agency fee, other terms of employment	Wages, hours and other terms and conditions of employment	All terms and conditions of employment
Limits on Bargaining	direction of employee's work; decision to hire, promote, transfer, assign or retain, discipline, suspend or discharge for cause, lay off due to lack of work or funds	Direction of employee's work; hiring, promotion, transfer, assignment and retention; suspension or discharge for cause, the maintenance of governmental efficiency, layoffs due to lack of work or funds; method and means personnel are utilized to perform usual and customary operations; actions required to carry out City's mission in emergencies, and any other traditional management rights	No reservation of executive and management rights
Strikes prohibited	Yes	Yes	No
Impasse Resolution	Vote of the people	Vote of the people	Binding arbitration

Following a presentation of information regarding the anticipated legislative bill by Assistant City Attorney Ned Chapin, the City Council will be asked to provide direction regarding the City Council's position on the matter: support, oppose, monitor, or remain neutral.

Information regarding the potential bill for this presentation was obtained from CML which can be accessed [here](#) (click on link to CML website).

Other Legislative Issues of Interest

In addition to the collective bargaining item, the City Council will have the opportunity to discuss additional legislative issues of interest for purposes of informing the City Council or seeking direction on the City Council position on the issue(s).

Attachments:

PowerPoint Presentation