

2022 State Legislative Update

February 1, 2022 City Council Meeting



2022 State Legislative Update

Purpose:

- Provide City Council with information on proposed or potential bills
- Provide position of Colorado Municipal League (CML)
- Seek direction from City Council on official city position
 - Support, Oppose, Monitor, Neutral



2022 State Legislative Update

Collective Bargaining Rights

- *Proposal to confer collective bargaining rights to all employees of municipalities and other public entities*
- *Not submitted to date, expected late January*
 - *Sponsors expected to be Sen. Fenberg (18th) and Rep. Esgar (46th)*



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- **Collective Bargaining Rights Bill – Key Provisions (draft as of 11/10/2021):**
 - Creation of right of all public employees to join or form a union
 - Binding arbitration for all disputes
 - Bargaining for all matters affecting employment and working conditions
 - Including hours, pay, place of work, organizational structure
 - No restriction on strikes, work stoppages or slowdowns
 - Applies to local government but not state
- **Legislation's impact on Greeley:**
 - Eliminate home rule by replacing bargaining provisions of the Charter
 - Allow creation of bargaining unit(s) for all City employees



Source: www.cml.org; employment & labor bill list

City of Greeley - Current Collective Bargaining

	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



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- **Collective Bargaining Rights Bill – CML Position:**
 - opposed as a matter of local control and home rule authority.
 - CML's opposition is not aimed at organized labor and collective bargaining, but rather the broad swipe at local voters and their elected officials.
 - Historically, CML has opposed legislation that mandates collective bargaining, *as well as* legislation that prohibits it.



Source: www.cml.org; employment & labor bill list

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- **Collective Bargaining Rights Bill**
 - Questions
 - Direction from City Council on Greeley's official position
 - Support
 - Oppose
 - Monitor
 - Neutral



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- **Other bills of interest to City Council**

