



Collective Bargaining

Implementing Ordinances

Refresher

Which Employees?

- CSA Employees
- City Council
- Library
- Denver Water
- Board of Adjustment
- Civil Service Commission

January 1, 2026

- Begin forming bargaining units
- Select bargaining agent
- Potentially begin negotiations
- Executive Employees – minimum 50 employees per unit & 5 units until 2030

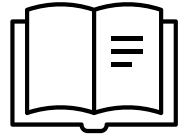
Refresher

Who are the Corporate Authorities?



Mayor & Council

- CSA (Except County Court)
- City Council
- Civil Service Commission
- Board of Adjustment



Library Commission

- Denver Library employees



Presiding Judge

- County Court employees



Board of Water Commissioners

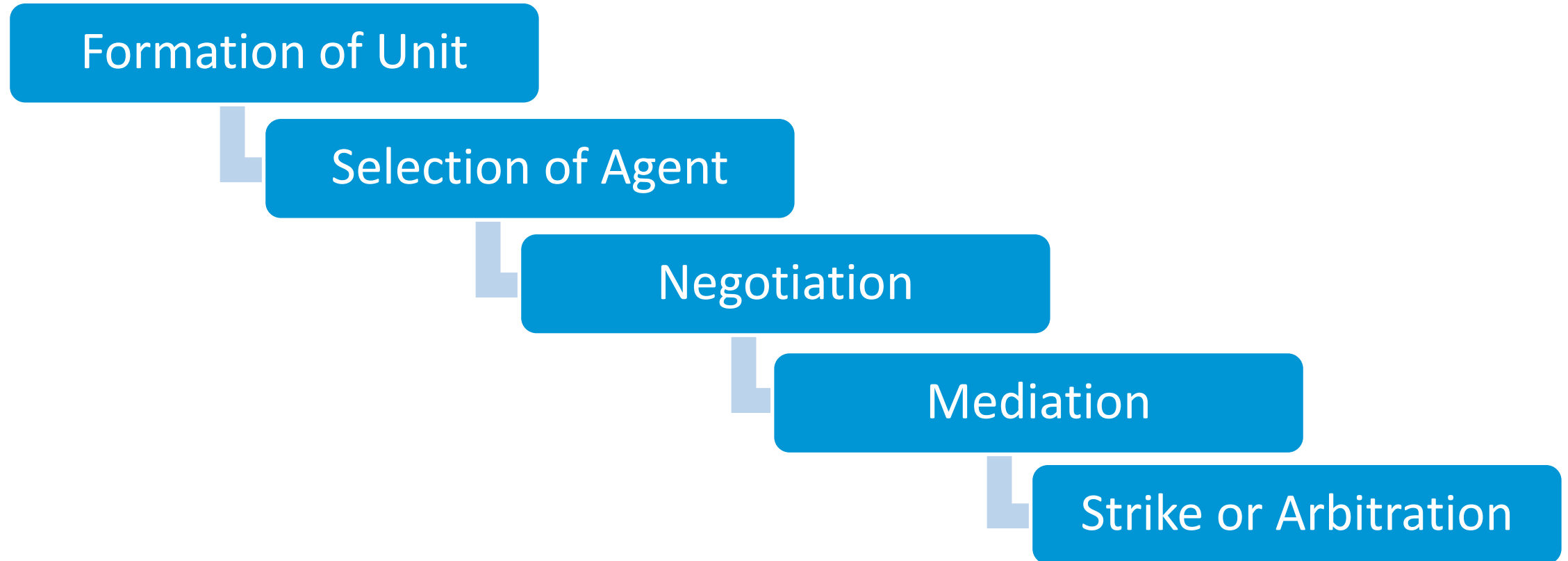
- Denver Water employees

Refresher

What Can Be Bargained?

- Wages and compensation
- Benefits
- Promotions
- Hours & Working conditions
- Employee facilities
- PTO & Leave
- Grievances & Disciplinary Appeals
- What cannot be bargained?
- DERP participation
- Disciplinary procedures

Process



What Must be in Ordinance?

- Arbitration of bargaining unit disputes;
- Elections for bargaining agents;
- Negotiations;
- Arbitrators & mediators;
- Court procedure for no-strike determination & back-to-work complaint;
- Final offer and arbitration deadlines for non-striking employees

What Do We Have To Decide?

Bargaining Unit Disputes

- How and when do employees, corporate authorities, and other unions get notice of a proposed bargaining unit?
- How, when, and with whom are objections filed?
- Is there a pre-arbitration resolution?
- What is the timeline for a challenge?

Selection of Agent

- How and when does the unit get notice of an election?
- How does voting occur?
- Can employees decide they want no representation?
- When does the election have to occur?
- Can ballots or election results be challenged?
- Electioneering rules?
- When are results certified?

Procedures for Negotiation

- How and when do negotiations start?
- How will negotiations be staggered?
- Is there a procedure for final offers?

What Do We Have To Decide?

Arbitrators and Mediators

- Mediator qualifications
- Procedure for removal of arbitrators
- Procedure for selection
- Terms

What Do We Have To Decide?

Court procedure for no-strike determination and back-to-work complaint?

- How long does the bargaining agent have to appeal?
- What is the complaint and/or response process?
- What is the standard for reviewing a back-to-work complaint?
- How long does county court have to decide a back-to-work complaint?

Binding arbitration for non-striking employees

- When do final offers have to be submitted?
- How long does the arbitrator have to decide?

Questions?