

Amendment # 3

**Amendment to Council Bill 24-0716 submitting to a vote a proposed amendment to the Charter to establish collective bargaining as the method for setting terms and conditions of employment for certain city employees**

Councilmember Parady

July 8, 2024

Councilmembers,

I move to amend **CB24-0716** as follows:

1. On page 1, line 12 delete “the” and replace with “a”
2. On page 1, delete line 14, and replace with:

“Denver Water and the Denver Library while granting certain employees a right to strike in the event of”

3. On page 1, line 15, strike “imminently and”
4. On page 7, line 25, strike “imminently and”
5. On page 7, line 31, add:

“The County Court may overturn such a determination only upon a finding of abuse of discretion.”

6. On page 8, line 1, strike “imminently and”
7. On page 8, line 26, strike “imminently and”
8. On page 9, delete lines 30-33, on page 10 delete lines 1-10, and replace with:

“Shall the Charter of the City and County of Denver be amended to establish collective bargaining as a method for setting compensation and other terms and conditions of employment, including hours, working conditions, promotions, demotions, employee facilities, disciplinary procedures, and benefits other than participation in the City’s retirement program, for non-supervisory city employees who are included in a bargaining unit, which may include employees of executive agencies and departments under the Mayor, and may include employees of Denver Water, the Denver Library, the City Council, the County Court, the Civil Service Commission, the Board of Adjustment and

certain employees of the Auditor and Clerk and Recorder, but may not include employees who participate in forming management positions during labor negotiations or police officers, sheriffs, and firefighters who already have collective bargaining rights and are prohibited from striking, and shall the same employees, except for employees of the Denver County Court and employees of Denver Water, be granted the right to strike in the event of an impasse in bargaining negotiations only if mediation does not resolve the impasse and such strike will not substantially threaten the public health, welfare, or safety; and shall an impasse with the employees of Denver County Court and employees of Denver Water be resolved through binding arbitration; and shall the terms and provisions of a collective bargaining agreement with the Denver Sheriffs supersede conflicting city personnel rules and policies?”

### **PURPOSE OF THE AMENDMENT**

This amendment removes the word “imminent” from the finding that is required before employees are prohibited from striking, meaning that employees will be prohibited from striking if the employees’ absence will result in a “substantial” threat to public health, safety, or welfare. The amendment also establishes the standard that County Court is to use in overturning a decision prohibiting certain employees from striking.

**This Amendment *does* require republication.**