
Charter Amendment Referral for Collective Bargaining for City and County of Denver Workers

Council members: Gonzales-Gutierrez, Lewis, Parady, Hinds,
Kashmann, Gilmore, Torres, Alvidrez, Sawyer, Romero Campbell, and Watson
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DENVER
OFFICE OF CITY COUNCIL

Amendments

1. Denver County Courts and Denver Water strike exemption
2. Staggered bargaining unit formation
3. Revised strike standard
4. Preservation of alternative election methods
5. Limit on employee bargaining regarding discipline

1: Denver County Courts and Denver Water strike exemption

Purpose	Stakeholder
<p>Exempts Denver County Courts (DCC) and Denver Water employees from the right to strike, organize in any work stoppage, slowdown, or mass absenteeism. Adopts a system of binding arbitration to resolve impasse.</p> <p>Clarifies that DCC and Denver Water may discipline employees for engaging in any prevented strike, organize in any work stoppage, slowdown, or mass absenteeism.</p> <p>Prevents arbitrator from accepting a final offer that violates state, constitutional, or charter duties.</p> <p>Establishes the Presiding Judge of Denver County Court as a corporate authority. Clarifies that the terms of a collective bargaining agreement govern over any conflicting executive order.</p> <p>Makes conforming amendments to the ballot question.</p>	<p>Denver County Courts and Denver Water</p>

2: Staggered bargaining unit formation

Purpose	Stakeholder
<p>Postpones the effective date of the Charter amendment to January 1, 2026 (a 12-month delay).</p> <p>Establishes a phasing-in of bargaining units that can be formed: Limits the number of bargaining units that can form in agencies under the Mayor from 2026 to 2030 to 5, with a minimum of 50 employees in each. Additionally limits the formation of bargaining units to 1 per year after 2030, with an option for the mayor to waive this limitation.</p>	<p>Mayor's office, Denver Library</p>

3: Revised strike standard

Purpose	Stakeholder
<p>Removes the requirement that a threat to public health, safety, and welfare be “imminent” to prohibit employees from striking.</p> <p>Employees will be prohibited from striking if the employees’ absence will result in a “substantial” threat to public health, safety, or welfare.</p> <p>Establishes an "abuse of discretion" standard that the County Court is to use in overturning a decision prohibiting certain employees from striking.</p>	Mayor's office

4: Preservation of alternative election methods

Purpose	Stakeholder
<p>Preserves the possibility of an alternative method of selection for the bargaining agent (e.g., card check) which must be agreed upon by the Corporate Authority and the employee organization seeking to represent employees in a bargaining unit. Could save cost of a secret-ballot election if agreement is reached.</p> <p>It must require a majority of the employees in the unit to consent to the representation.</p>	Mayor's office

5: Limit on employee bargaining regarding discipline

Purpose	Stakeholder
Removes discipline as a subject of bargaining for career service employees and substitutes disciplinary appeals as a subject of bargaining.	Mayor's office



Stakeholders

City:

- Mayor's Office (*first conversation 3/21*)
- Denver Public Library
- Denver Water
- Denver Labor
- Office of Human Resources/DERP
- City Council
- City Attorney's Office
- Clerk and Recorder
- Auditor's Office
- Civil Service Commission
- Board of Adjustment for Zoning
- District Attorney
- Office of the Municipal Public Defender
- Denver County Courts

Labor:

- Firefighters – IAFF Local 858
- Police Protective Association
- Denver Sheriffs FOP Lodge #27
- Teamsters Local 17 and 455
- CWA Local 7799 and District 7
- CO Working Families Party
- CO AFL-CIO
- SEIU Local 105
- Denver Area Labor Federation
- UNITE HERE
- CO Building & Construction Trades Council
- Sheetmetal Workers Local 9
- Pipefitters Local 208
- CO Independent Drivers United
- International Alliance of Theatrical Stage Employees Local #7
- Amalgamated Transit Union Local 1001
- American Federation of State County & Municipal Employees
- Denver Classroom Teachers Association
- Denver Public Library Workers United
- Towards Justice



Questions?