## COLLECTIVE BARGANNE KNOW!!

## EMPLOYEE ORGANIZATION

A nonprofit organization that engages with a County concerning wages, hours, and other terms and conditions of employment and that represents or seeks to represent County employees in a bargaining unit.



Colorado Colorado Department of Labor and Employment

## BARGAINING UNIT

A group of County Employees in a unit deemed appropriate for the purpose of collective bargaining in accordance with Section 8-3.3-110; except that a bargaining unit does not include: (a) a Confidential Employee; (b) a Managerial Employee; (c) an Executive Employee; or (d) Temporary, intermittent, or seasonal employees who work less than ninety days in a 365 day period.

## COLLECTIVE BARGAINING

The performance of the mutual obligation of a County and an Exclusive Representative to:
(a) Meet at reasonable times and places and negotiate in good faith with respect to wages, hours, and other terms and conditions of employment;
(b) Resolve questions arising under a Collective Bargaining Agreement through a negotiated grievance procedure culminating in final and binding arbitration, & (c) Execute a written contract incorporating any agreements reached.

Larimer County | www.larimer.gov/hr/employee-relations/collective-bargaining