

COLLECTIVE BARGAINING

TERMS TO 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.

THE DIRECTOR

The Director of the Division

CDLE

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.