PARTNERSHIP AGREEMENTS

State Classified Employees
Colorado State University
Executive Order D 028 07

Signed by Governor Ritter on November 2, 2007

Established Partnership Agreement Framework
- Purpose (enhance delivery of services/products)
- Dir of DOL Charged w/Implementing & Administering
- Covered and Excluded Employees
- Defines Terms (partnership unit/agreement, etc.)
- Election Process (certification of employee org)
- Vertical, Horizontal and Statewide Relationships
- Limitations and Higher Ed Discretion to Participate
- No Strike or Work Stoppage (Statutory now: HB08-1189)
Frequently Asked Questions
http://www.colorado.gov/dpa/EmployeePartnershipFAQs.pdf

- Posted on State’s Website 4/18/08
- Provides Guidance on Executive Order
  - Governor’s Designee – Martin Flahive
  - Election Process and Examples
  - Supervisor and Manager Roles (cannot encourage or discourage employee organization membership)
  - No Requirement to Join Employee Org or Pay Dues
  - Permissible/Prohibited Partnership Agreement Topics
Limitations on Partnership Agreements

- Cannot Diminish Gov Discretion to Propose Budget, Including Employee Compensation
- Cannot Expand Constitutional/Statutory Authority of Gov, DPA, DOL/Employment
- Cannot Usurp Presidents’ or Boards’ Powers
- Cannot Negotiate Constitutional/Statutory Authority of State Personnel Board or PERA
- General Assembly May Have Budgetary Authority
- Non-binding Mediation if Impasse Reached
Petition Status

- State Troopers: Now Represented by ACSPP
- Colorado WINS* Petitions Approved (30%)
  - Occ Group A: Enforcement & Protective Svcs
  - Occ Group C: Health Care & Medical Svcs
  - Occ Group D: Labor, Trades and Crafts
  - Occ Group G: Administrative Support & Related
  - Occ Group I: Physical Sciences & Engineering

Window for Intervener Petitions is Closed (15 days)

* Association of public sector unions: CAPE-SEIU, AFSCME and AFT
Initial Determination of Excluded Positions
- Confidential and Managerial

Challenge: Higher Ed Brought Into Process Late!

Once Finalized, Notice Employees Excluded
- Questions Directed to CSU Human Resources
- Unresolved Issues May Involve Discussion w/Gov Liaison
- Division of Labor Is Final Decision Maker

Provide Employee Home Addresses for Elections
Excluded Positions

- **Confidential**
  - Entails Access to, or Management of, Sensitive Employee Relations Information, Irrespective of Classification/Title

- **Managerial**
  - Engaged Predominately in Executive and Management Functions; or
  - Charged w/Significant Operational Responsibility of Directing the Effectuation of Mgmt Policies & Practice
  - Employees w/Significant Supervisory Responsibility
Election Process

- American Arbitration Association (AAA)
  - Conduct Simultaneous Elections for 5 Occ Groups
  - Employee Addresses Bound by Confidentiality Agreement
  - Ballots Mailed by and Returned to AAA
  - Employees Have About 3 Weeks to Respond
  - Elections Will Take Place in May (tentative)
  - Elections for B (Fin) & H (Prof) Occ Groups May Follow if Employee Org Submits 30% Signed Petitions
What Happens After Election

- If Employee Organization Certified
  - Empl Org Proposes Issues for Discussion to Gov Liaison
  - Agencies Formulate Own Agendas for Items to Discuss
  - Sort Issues by: Statewide vs. Vertical vs. Horizontal
    - If Vertical, Higher Ed can Decide to Enter Partnership Agreement Or Address Issue(s) on Their Own
  - Select Framework for Partnership Agreements
  - Establish Calendar and Teams
Questions?

Human Resource Services
555 S. Howes Street
Ph: 491-5793