HB11-1320

Colorado Legislative Council Staff Fiscal Note

STATE FISCAL IMPACT

Drafting Number:	LLS 11-0744	**Date:**	May 4, 2011
Prime Sponsor(s):	Rep. Joshi	**Bill Status:**	House SVMA
		Fiscal Analyst:	Kerry White (303-866-3469)

TITLE: CONCERNING A PROHIBITION AGAINST COLLECTIVE BARGAINING BY GOVERNMENT ENTITIES.

Fiscal Impact Summary	FY 2011-2012	FY 2012-2013
State Revenue		
State Expenditures	Decrease - see State Expenditures section	
FTE Position Change		
Effective Date: August 10, 2011, if the General Assembly adjourns on May 11, 2011, as scheduled, and no referendum petition is filed.		
Appropriation Summary for FY 2011-2012: None required.		
Local Government Impact: None.		

Summary of Legislation

This bill prohibits a state representative from recognizing a labor union or employee association as a bargaining agent for public employees. The state may not collectively bargain with these groups or enter into any collective bargaining contracts with them for any purpose.

Background

In 2007, Governor Ritter signed Executive Order D 0028 07, which authorized partnership agreements with state employees in the executive branch. Employee organizations may currently become the exclusive representative of state employees in any occupational group or category, and enter into a partnership agreement with the state. A partnership agreement is a formal framework between the state and the employee organization under which issues of mutual concern are discussed, or government services are provided. There are currently four employee organizations with partnership agreements - Colorado WINS, the Association of Colorado State Patrol Professionals, the Service Employee International Union, and the American Federation of Teachers.

State Expenditures

Under current practice, the Colorado Department of Labor and Employment (CDLE) certifies employee organizations. The Department of Personnel and Administration (DPA) and other state agencies coordinate their ongoing activities with these organizations. While no state agency receives an appropriation for these responsibilities, the DPA attributes an estimated 1,733 staff hours over the prior three fiscal years for work with employee organizations. It should be noted that a portion of this staff time would have been expended to conduct outreach to employees, irrespective of the existence of employee organizations, which provide a vehicle for this outreach. The bill will reduce the amount of time the CDLE expends in certifying employee organizations and developing formal partnership agreements. However, as there are only four organizations in place, this reduction is minimal. Other state agencies may experience small reductions in the amount of staff time spent coordinating the activities of employee organizations. Since these responsibilities are currently absorbed within existing resources, the bill does not require an adjustment in appropriations.

Departments Contacted

All Departments