



COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT
DIVISION OF LABOR STANDARDS AND STATISTICS



633 17th Street, Denver, CO 80207-2107

Phone: 303-318-8441 | Fax: 303-318-8400 | www.coloradolaborlaw.gov

September 18, 2024

File No. 20683

OFFICIAL NOTICE OF PETITION FOR ELECTION

Employer: Fremont County and the Fremont County Sheriff's Office

Based on the Petition received from the Fraternal Order of Police, Lodge 34 (FOP), on August 30, 2024, **the Division of Labor Standards and Statistics (Division) will hold a secret ballot election to decide whether the FOP should be certified as the representative for the following bargaining unit of Fremont County and the Fremont County Sheriff's Office employees:**

Unit Includes: All non-certified and certified deputies, investigators/detectives, corporals, sergeants, records technicians and legal clerks, civilian investigators, and civilian coordinators employed by Fremont County, Colorado and the Fremont County, Colorado Sheriff's Office.

Unit Excludes: Sheriff, Undersheriff, command staff members, and any other employees of the Sheriff's Office not included in the proposed unit.

This Notice (1) describes the next steps in the election process, (2) provides information about your basic rights under the Collective Bargaining by County Employees Act (COBCA), and (3) explains the basic rules to keep the election fair and honest. Please visit the Division's labor-relations webpage or contact the Division at (303) 318-8441 for more information.

Under the Collective Bargaining by County Employees Act, **YOU HAVE THE RIGHT TO:**

- Self-organization;
- Form, join, or assist employee organizations;
- Bargain collectively through representatives of your own choosing; and
- Act together for the purposes of collective bargaining or other mutual aid or protection; OR
- Refuse to participate in any of these activities.

WARNING: THIS IS AN OFFICIAL GOVERNMENT NOTICE AND MUST NOT BE DEFACED BY ANYONE. IT MUST REMAIN POSTED FROM 9/18/24 WITH ALL PAGES SIMULTANEOUSLY VISIBLE, UNTIL IT IS REPLACED BY THE NOTICE OF ELECTION OR UNTIL THE PETITION IS DISMISSED OR WITHDRAWN.



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NEXT STEPS IN THE ELECTION

Before the election is held, the Division's Notice of Election will be distributed and posted. The Notice of Election will explain the date(s), time(s), and places(s) of the election, including directions and deadlines for returning ballots, and will have a list of employees who are eligible to vote.

ELECTION RULES

The Collective Bargaining by County Employees Act and Rules are designed to maintain election fairness and guarantee free choice by employees. **If any party acts in any way to interfere with your right to free choice in the election, please notify the Division immediately.**

Examples of conduct interfering with employees' rights include (but are not limited to):

- An employer or a union threatens employees with discipline, the loss of jobs, benefits, or other negative employment consequences, physical force, or violence to influence their votes.
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises.
- An employer firing employees to discourage or encourage union activity, or a union causing them to be fired to encourage union activity.
- Making campaign or election-related speeches to assembled groups of employees on company time, where attendance is mandatory, (1) within the 24-hour period before the polls for the election first open, or (2) if the election is conducted by mail, from the time and date the ballots are scheduled to be sent out by the Division until the time and date set for their return.

Please be assured that all employee election ballots and voting preferences are CONFIDENTIAL and will not be disclosed to the employer or the union. The Division will also make every effort to protect employees' rights to free choice under the law. All parties are expected to fully cooperate with the Division's rules and refrain from improper conduct to ensure that a fair election is conducted as required by law.

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