



COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT

DIVISION OF LABOR STANDARDS AND STATISTICS

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November 5, 2024

File No. 20683

OFFICIAL NOTICE OF 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 mail ballot election to decide whether FOP should be certified as the representative for the following bargaining unit of Fremont County/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 and the Fremont County Sheriff's Office.
- **Unit Excludes:** Sheriff, Undersheriff, Bureau Chiefs, command staff members, business records administrator, and any other employees of the Fremont County Sheriff's Office not included in the proposed unit.

Eligible Voters: Employees eligible to vote are listed by name on the attached tentative eligible voter list, which is posted with this Notice. **Note: This is not the final eligible voter list.** The final eligible voter list will be certified and posted at least 24 hours before **November 13, 2024**, the mailing date of ballots.

IMPORTANT: Those employees who believe that they are eligible to vote and whose names do NOT appear on the tentative eligible voter list posted with this notice should immediately contact the Division.

Confidential, Secret Ballot Election by Mail: The Division will send **secret ballots** to all employees who are eligible to vote **by United States mail** on **November 13, 2024**. Any eligible employee, who did not receive a ballot in the mail by **November 22, 2024**, **should immediately contact the Division.**

Ballots sent by mail will include instructions and contain a self-addressed, stamped envelope for return. Ballots can be returned by mail or hand-delivered to the Division's office. **Ballots must be received before the virtual ballot count on December 19, 2024. Employee ballots and votes are confidential.**

WARNING: THIS IS AN OFFICIAL GOVERNMENT NOTICE AND MUST NOT BE DEFACED BY ANYONE. IT MUST REMAIN POSTED FROM 11/5/2024 TO 12/19/2024 WITH ALL PAGES SIMULTANEOUSLY VISIBLE.



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Special Assistance: If an eligible voter has a disability or does not speak English, and requires accommodations to participate in the election, they (or their representative) should notify the Division as soon as possible and request the necessary assistance.

Electioneering: Voters will be allowed to vote without interference, restraint, or coercion. Electioneering or campaigning at or near the polling area **is prohibited**.

Questions: Anyone with a question about the election may contact the Division's office at **(303) 318-8441** for assistance.

Note: The Division is a state government agency and does not endorse any choice in the election.

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

- Form, join, or assist unions,
- Choose representatives to bargain collectively with your employer on your behalf, **and**
- Act together with other employees for your mutual benefit and protection **OR**
- Refuse to participate in any of these activities.

The Division protects employees in exercising these rights, including the right to free choice in this election.

The Division wants all eligible voters to be fully informed about their rights under the law and wants employers and unions to know what is expected of them during an election.

The Division will make every effort to ensure the election is conducted freely and fairly and expects all parties to fully cooperate with the Division's Rules and refrain from any improper conduct to ensure that a fair election is conducted as required by law.

IMPORTANT: Improper conduct will not be permitted. If any party acts in any way to interfere with your right to free choice in this election, *please notify the Division immediately.* The following are examples of conduct that interferes with employees' free choice:

- An employer or a union threatens employees with the loss of jobs, benefits, discipline, 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 employee 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.

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