



## Labor Peace Act

### UNFAIR LABOR PRACTICE COMPLAINT

Under the [Labor Peace Act](#) ("LPA"), C.R.S. § 8-3-101 *et seq.*, a complaint alleging unfair labor practices may be filed with the Division of Labor Standards and Statistics ("Division") by a covered employee or employer and a labor organization. C.R.S. § 8-3-108 states specific "unfair labor practices" prohibited by the LPA and generally includes failure to comply with any provision of the statute. Labor Peace and Industrial Relations ("LPIR") Rule 6 outlines the process for filing an unfair labor practice, as well as the procedures for investigation, determination and remedies in the event of a violation. Although some employment-related activities may be viewed as unfair, they may not fall within the Division's jurisdiction. For guidance, refer to the [Labor Peace and Industrial Relations \("LPIR"\) Rules](#) and [INFO #15A](#).

|   |   |          |
|---|---|----------|
| <b>Section I: Charging Party</b> (check one)    EMPLOYEE <input type="checkbox"/> Labor ORGANIZATION <input type="checkbox"/> EMPLOYER <input type="checkbox"/> |   |          |
| Full Name (of individual or organization)   |   |          |
| Mailing Address   |   |          |
| City  | State                                     | Zip Code |
| Telephone Number  | Email Address                             |          |
| Authorized Representative's Name (if applicable)  |   |          |
| Authorized Representative's Mailing Address   |   |          |
| City  | State                                     | Zip Code |
| Authorized Representative's Telephone Number  | Authorized Representative's Email Address |          |

|   |               |          |
|---|---------------|----------|
| <b>Section II: Charge Filed Against</b> EMPLOYEE <input type="checkbox"/> Labor ORGANIZATION <input type="checkbox"/>                       |               |          |
| EMPLOYER <input type="checkbox"/>   |               |          |
| Full Name (of individual or organization)   |               |          |
| Representative's Name/Title (if applicable)   |               |          |
| Mailing Address   |               |          |
| City  | State         | Zip Code |
| Telephone Number  | Email Address |          |
| If you believe more than one party violated the Act, please provide the Section II contact information for that additional respondent here. |               |          |

|  |
|--|
| <b>Section III: Employer Information</b>                                       |
| The employer is engaged in (type of business)                                  |
| Number of persons employed by the employer                                     |
| Work locations and number of persons employed by the employer in each location |

|   |
|---|
| <b>Section IV: Description of the Alleged Unfair Labor Practices</b>  |
| Before completing Section IV, refer to Section 8-3-108 of the Labor Peace Act for a description of the unfair labor practices the Division has the authority to investigate.  |
| <p>1. <b>STATEMENT OF THE CHARGE</b> – The charging party alleges that the above-named respondent has engaged in (an) unfair labor practice(s) within the meaning of the Labor Peace Act. To the extent you can, please indicate which subsections of C.R.S. § 8-3-108 you believe were violated to help the Division understand whether your allegations fall within the LPA.</p> <p> <input type="checkbox"/> (1)(a)   <input type="checkbox"/> (1)(b)   <input type="checkbox"/> (1)(c)(I)   <input type="checkbox"/> (1)(d)   <input type="checkbox"/> (1)(e)   <input type="checkbox"/> (1)(f)   <input type="checkbox"/> (1)(g)   <input type="checkbox"/> (1)(h)   <input type="checkbox"/> (1)(i)   <input type="checkbox"/> (1)(j)   <input type="checkbox"/> (1)(k)   <input type="checkbox"/> (1)(l)<br/> <input type="checkbox"/> (1)(m)   <input type="checkbox"/> (2)(a)   <input type="checkbox"/> (2)(b)   <input type="checkbox"/> (2)(c)   <input type="checkbox"/> (2)(d)   <input type="checkbox"/> (2)(e)   <input type="checkbox"/> (2)(f)   <input type="checkbox"/> (2)(g)   <input type="checkbox"/> (2)(h)   <input type="checkbox"/> (2)(i)   <input type="checkbox"/> (2)(j)   <input type="checkbox"/> (2)(k)<br/> <input type="checkbox"/> (2)(l)   <input type="checkbox"/> (2)(m)   <input type="checkbox"/> (3)(a)   <input type="checkbox"/> (3)(b)   <input type="checkbox"/> (3)(c)   <input type="checkbox"/> (3)(d)   <input type="checkbox"/> (4) </p> <p><input type="checkbox"/> Other: _____ (please specify)</p> |
| <b>2. BASIS OF THE CHARGE</b>   |
| Date(s) of alleged unfair labor practice(s).  |
| Date(s) you were made aware of the alleged unfair labor practice(s).  |
| Name(s) of individual(s) involved.  |
| Name(s) of witnesses to the alleged unfair labor practice(s).   |
| Location(s) of alleged unfair labor practice(s).  |

Please describe what happened in a clear and concise statement. *(Use and attach additional pages if necessary)*

**3. RELIEF OR REMEDY SOUGHT BY CHARGING PARTY** - State what you ask the Division to order if it finds that an unfair labor practice occurred.

I declare under penalty of perjury, § 18-8-501 *et seq.*, C.R.S., that the information I have provided is true and correct.

\_\_\_\_\_

Charging Party Signature

\_\_\_\_\_

Date

Please email, fax, or mail this complaint to the address below

Colorado Division of Labor Standards and Statistics | 633 17th Street | Denver, Colorado 80202-2107  
Main: (303) 318-8441 | Toll Free: 1-888-390-7936 | Fax: (303) 318-8400 | Email: [cdle\\_laborrelations@state.co.us](mailto:cdle_laborrelations@state.co.us)