



Collective Bargaining by County Employees Act UNFAIR LABOR PRACTICE COMPLAINT

Under the [Collective Bargaining by County Employees Act](#) (“COBCA”), C.R.S. § 8-3.3-101 et seq., a complaint alleging unfair labor practices may be filed with the Division of Labor Standards and Statistics (“Division”). C.R.S. § 8-3.3-115 outlines specific “unfair labor practices” prohibited by COBCA, and generally includes failure to comply with any provision of Article 3.3 by either the county or an employee organization or exclusive representative. Charges may be filed by an employee, a covered county, or an employee organization. Although some employment-related activities may be viewed as unfair, they may not fall within the Division’s jurisdiction. For further information, refer to the [COBCA Rules](#) and [INFO #15B](#).

Section I: Charging Party <i>(check one)</i> EMPLOYEE <input type="checkbox"/> EMPLOYEE ORGANIZATION <input type="checkbox"/> EMPLOYER <input type="checkbox"/>		
Your Full Name		
Mailing Address		
City	State	Zip Code
Telephone Number		Email Address
Date you were made aware of the alleged unfair labor practice		
Attorney’s Name <i>(if applicable)</i>		
Attorney’s Telephone Number		Attorney’s Email Address

Section II: Charge Filed Against <i>(check one)</i> EMPLOYEE ORGANIZATION <input type="checkbox"/> EMPLOYER <input type="checkbox"/>		
Entity Name		
Entity Representative’s Name/Title		
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.		

Section III: Description of the Alleged Unfair Labor Practices

Before completing Section III, refer to C.R.S. § 8-3.3-115 of the Collective Bargaining by County Employees Act for a description of the unfair labor practices the Division has the authority to investigate.

1. **STATEMENT OF THE CHARGE** – The charging party alleges that the above-named respondent has engaged in (an) unfair labor practice(s) within the meaning of the Collective Bargaining by County Employees Act. To the extent you can, please indicate which subsections of C.R.S. § 8-3.3-115 you believe were violated to help the Division understand whether your allegations fall within COBCA.

- (1) (2)(a) (2)(b) (2)(c) (2)(d) (2)(e) (2)(f) (2)(g)
- (2)(h) (2)(i) (3)(a)(I) (3)(a)(II) (3)(a)(III) (5) (6)(a) Other: _____
(please specify)

2. BASIS OF THE CHARGE

(Use and attach additional pages if necessary)

Date(s) of alleged unfair labor practice(s).

Name(s) of individual(s) involved.

Location(s) of alleged unfair labor practice(s).

Please describe what happened in a clear and concise statement.

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.

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

Charging Party Signature

Date

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_labor_standards@state.co.us