



COLORADO SCHOOL OF MINES

PARTNERSHIP AGREEMENT

*Collective Bargaining Agreement between the State of Colorado and
Colorado Works for Innovative and New Solutions (COWINS).
Effective September 23, 2024 through July 31, 2027*

***The following is intended as an introductory summary and not an exhaustive list
of the 2024 Partnership Agreement revisions
October 10, 2024***

Article 1: Parties to the Agreement - Added "equity" and "restorative justice" definitions

Article 2: Union Recognition - Eliminated a few words

Article 3: Duration - Modified the effective date of the Partnership Agreement to run through July 31, 2027

Article 4: Dues and Deductions - Modified the dues reporting and error clarification processes

Article 5: Union Rights - Modified the "Partnership Discussion" process and revised language discussing union steward activities, leave, and access to covered employees

Article 6: Executive and Management Rights - No changes

Article 7: New Employee Orientation - Modified the language covering new employee orientations

Article 8: Non-Discrimination and Equity, Diversity, Inclusion, and Accessibility - Revised the language, added section defining "Mutual Respect," added State Equity Office responsibilities, and introduced some new initiatives including seeking funding to expand the Colorado State Employee Program (CSEAP) services

Article 9: Partnership Agreement Dispute Resolution Process - Revised the language to encourage dispute issues are resolved at the lowest level, revised the dispute process including adding a new first step (Informal Resolution Meeting) to the dispute process

Article 10: Filling of Vacant Positions and Retention - Modified the language covering job postings and the hiring selection process, added a requirement for the State to build and roll out a training module on hiring processes

Article 11: Probationary and Trial Service Periods - No changes

Article 12: Position Descriptions and System Maintenance Studies - Modified language covering position descriptions, job evaluations and system maintenance studies

Article 13: Total State Service and Seniority - Modified the “total state service” and ‘seniority” definitions and revised language covering prior state service and its impact on accruing leave

Article 14: Work Schedules and Breaks - Revised the language on short-term and long-term changes to employee schedules and work locations, breaks and meal periods and added language covering shift bidding and granting of administrative leave for certain employees working during weather related closures

Article 15: Flexible Work Arrangements - Added flexible work arrangement descriptions and revised the processes for approving, denying and rescinding flexible work arrangements

Article 16: Overtime, On-Call, Call Back - Added further explanations of on-call eligibility, processes and expectations

Article 17: Health and Safety - No changes

Article 18: Corrective and Disciplinary Actions - Modified the union steward leave and the disciplinary hearing process language

Article 19: Layoff and Recall - No changes

Article 20: Privatization of Partnership Unit Work (Personal Service Contracts) - No changes

Article 21: Temporary Employment - No changes

Article 22: Illness and Injury - No changes

Article 23: Labor Management Committees (LMC) - Expanded the description of state entity LMCs

Article 24: Education and Training - Expanded the description of voluntary and professional development training, increased request for annual reimbursement funds from \$500, 000 to \$950,000, and added state-provided education section

Article 25: Access to Personnel Records - No changes

Article 26: Severability - No changes

Article 27: Performance Management - No changes

Article 28: Insurance Benefits - Increased the amount of absorbed costs associated with medical, dental and vision insurance rate increases

Article 29: Paid Time Off - No changes

Article 30: Holidays - No changes

Article 31: Wages - Revised the annual minimum wage rates, the step plan process and created a step plan working group

Article 32: Pay Differentials and Stipends - Added language covering critical staffing incentives and establishing a housing work group to address housing availability and affordability

Article 33: Implementation - No changes

Article 34: State Entity Agreements - Established a 12-month freeze on negotiating entity agreements while a work group studies the process