



**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](http://www.coloradolaborlaw.gov)

January 17, 2025

File No. 20693

## **OFFICIAL NOTICE OF PETITION FOR ELECTION**

**Employer: Montezuma County and the Montezuma County Sheriff's Office**

Based on the Petition received from the Fraternal Order of Police, Lodge #74 (FOP) on January 7, 2025, **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 Montezuma County and the Montezuma County Sheriff's Office employees:**

**Unit Includes:** All deputy sheriffs of the rank of staff sergeant and sergeant and below, and all civilian records technicians, road chaplains, records managers, control technicians, administrative assistants, and administrative supervisors employed by Montezuma County and the Montezuma County Sheriff's Office.

**Unit Excludes:** All sworn employees of the Sheriff's Office above the rank of sergeant.

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 1/17/2025 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ALL PAGES SIMULTANEOUSLY VISIBLE, UNTIL IT IS REPLACED BY THE NOTICE OF ELECTION OR UNTIL THE PETITION IS DISMISSED OR WITHDRAWN.**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 include 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 physical force, violence, discipline, loss of jobs, benefits, or other negative employment consequences 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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