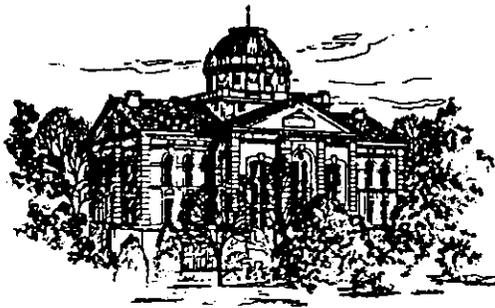


COLORADO COUNTY
Courthouse - 3rd Floor
Columbus, Texas 78934
409/732-2791



RAYMIE KANA
County Auditor

*Colorado County Courthouse
Constructed in 1890*

August 15, 2000

RQ-0271-JC

The Honorable John Cornyn
Office of the Attorney General
P.O. Box 12548
Austin, Texas 78711-2548

RECEIVED

AUG 21 2000

FILE # ML-41577-00

I.D. # 41577

Dear Sir:

OPINION COMMITTEE

I am requesting an opinion from you because the County Attorney has not answered my request on the legality of the matter below:

Whether Colorado County could adopt Binding Arbitration to resolve all problems arising between the county and its employees both appointed and hired?

Binding Arbitration is currently being used to a large extent in the private sector and has been upheld by federal courts to be legal in the areas of: FMLA, FLSA, WC, EEOC and all protected classes found under Title VII.

There is no question as to the magnitude of the savings that would accrue to those counties adopting this approach to resolving employer/employee problems. Other benefits include quicker resolution and improving the work place mental attitude and morale.

I have enclosed a booklet that outlines the process.

I would appreciate it if you could give me your opinion as to the viability of this approach. Thanks for your assistance.

Sincerely,

Raymie Kana
Colorado County Auditor

Enclosure