



CITY OF WATAUGA – PERSONNEL, ADMINISTRATION AND FINANCIAL POLICIES AND PROCEDURES MANUAL

POLICY TITLE	Employee Organizations
INITIAL EFFECTIVE DATE	May 23, 2016
LAST REVISION DATE	Replaces <i>Section 13.11</i>, of the Personnel, Administration and Financial Policies and Procedures Manual approved on February 24, 2014.
POLICY NUMBER	12.03

OBJECTIVE The City recognizes that employees have the right to join and associate with such organizations as they may choose. This policy provides guidelines for how employees may use City facilities and attend meetings if scheduled to work.

SCOPE This policy applies to all employees.

POLICY

The City recognizes that employees have the right to join an organization.

All employees also have the right not to join an organization. Coercing employees or issuing threats with regard to joining or not joining an employee organization is prohibited.

Employees of the City of Watauga are prohibited from engaging in employee organization meetings or participating in organizing or recruiting activities during their scheduled work time. With supervisor approval, employees may use vacation or compensatory time to attend meetings. Employees can also attend meetings during approved break times or meal periods.

An exception applies to employees covered under adopted Ground Rules for Meet and Confer, as specified.

With the approval of the Department Director, employees may use City facilities to engage in employee organization meetings or participate in organizing or recruiting activities.