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UNION-FREE ENVIRONMENT

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PURPOSE

The purpose of this policy is to maintain, pursue, and disseminate Uintah County's philosophy and commitment to a union-free environment.

SCOPE

This policy applies to all County employees.

CROSS REFERENCES

Code of Conduct, Policy 500
Grievance, Policy 620

POLICY AND PROCEDURE

1. **Policy Statement.** It is Uintah County's philosophy that the County has the ability to provide a safe, professional, efficient, rewarding, and comfortable working environment with equitable treatment to all employees. The County believes that the interaction with a disinterested third party would only destroy the atmosphere and diminish the working relationship between employees and management. The third party would generate more paperwork for all employees and managers; would not be able satisfy any promises relating to higher wages, better benefits, or "looser" policies; nor would it be able to guarantee employment. The County believes that it currently has an excellent grievance procedure and is competitive with or better than the market regarding employment agreements.

2. **Procedure.** In order for the County to provide positive working conditions, pay, benefits and effective communication programs, it is each Department Head's duty to ensure that:
 - A. Employees receive an annual performance evaluation and wage review.

 - B. Employees are informed of the grievance and appeal procedure and other employment rights.

 - C. Employees are treated impartially and consistently with regard to policies and procedures.

- D. Employees are given safety and other mitigation tools in order to protect themselves and their co-workers from harm on the job.
- 3. **Employee rights.** Employees have the right to organize, allowing a third party to represent them. Employees may engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection as well as the right to refrain from such activities. Uintah County shall not restrain or coerce employees in the exercise of their rights as long as the exercise does not interfere with work productivity.
- 4. Employees shall not harass or discriminate fellow employees based on their own or others' opinion regarding union organization. Each employee shall be treated with dignity and respect in accordance with the County's code of conduct.