

Employee Organizations

Number: H-4

Revision:

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1.0 POLICY

The Town recognizes the right of its employees to belong freely and without discrimination to a union or other employee organization of their choice. Equally, the Town recognizes the right of its employees to not belong to a union or other employee organization.

2.0 PURPOSE

The purpose of this policy is to describe the relationship of the Town of Carolina Beach with any employee organization to which Town employees may or may not belong.

3.0 SCOPE

This policy applies to all Town of Carolina Beach employees.

4.0 DEFINITIONS

- 4.1 **Employee Organization** - An organization that requires members to pay dues and has a purpose to obtain some benefit, other than social, for its members.

5.0 ORGANIZATIONAL RULES

- 5.1 No employee organization may, in any way, represent itself as acting on behalf of the Town.
- 5.2 The Town will not coerce or discriminate against any employee nor will it knowingly permit coercion or discrimination against any employee in the exercise of his right to join or not to join a union or other employee organization.
- 5.3 Strikes, work stoppages, and/or deliberate slowing down of work by Town employees will not be permitted. Instigation of, participation in, or giving leadership to a strike, work stoppage or deliberate slow-down of work shall constitute grounds for corrective action up to and including dismissal.
- 5.4 Infractions of these work rules including unauthorized absences from work shall be grounds for corrective action up to and including dismissal.
- 5.5 The Town of Carolina Beach does not provide for payment of dues through payroll for any club or organization to which employees may belong.

6.0 PROCEDURES

None

7.0 APPENDIX, APPENDICES

None