



<p><b>Personnel Policies and Procedures</b> <b>Official Neutrality Toward Employee Organizations</b> Effective Date: July 1, 2009 Board Approval: June 9, 2009</p>
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**1. Purpose**

- 1.1. To outline the Tooele Applied Technology College (TATC) policies regarding employee organizations.

**2. References**

- 2.2. Board of Regents Policy and Procedure R817, Collective Bargaining for Higher Education Employees

**3. Policy**

- 3.1. The College neither encourages nor discourages the establishment of employee organizations for lawful purposes. In accordance with this policy of neutrality:

3.1.1. Every employee is recognized to have the right to join, or refuse to join, an employee organization. For the purpose of this policy, "employee organization" includes a labor union or association.

3.1.2. College administrators and supervisors may not intentionally either reward or penalize, or threaten or promise to reward or penalize, an employee for joining or refusing to join an employee organization.

3.1.3. College administrators and supervisors may meet and confer on matters of College business with individual employees or groups of employees, and, upon invitation by employees, may meet with representatives of employee organizations, upon the same non-preferential terms and impartial conditions.

A College administrator, supervisor, or employee enjoys the right of freedom of expression, and thus is free to express his or her personal opinions and views regarding employee organizations and College policy with respect to them, provided the expression (a) is not accompanied by and does not employ any form of intimidation, coercion, or inducement to secure assent to the personal views expressed, and (b) does not include or imply a representation that the person is authorized to express those views for or on behalf of the College unless he or she is in fact authorized so to do; A deliberate violation of the requirements of this rule, or a deliberate misrepresentation of facts with the intent to discredit the College may be treated as misconduct on the part of any officer or employee of the College.