

**Adopted by Boulder County per Resolution 2007-52, April 17, 2007**

The Board of County Commissioners hereby adopts the following neutrality policy:

Employees have the right of self-organization and the right to form, join or assist labor organizations, to bargain collectively through representatives of their own free choosing and to engage in lawful, concerted activities for the purpose of collective bargaining. Each employee also has the right to refrain from any of such activities.

Both employer and employee have the right outside the workplace to freely express, declare, and publish their respective views and proposals concerning any labor relationship, unless such expression contains a threat of reprisal, force, or promise of benefit.

It is unfair to coerce, intimidate or interfere with any employee in the exercise of their rights. It is unfair to impose or threaten to impose reprisals on employees, to discriminate or threaten to discriminate against employees because of the exercise of their rights.

The Board of County Commissioners' longstanding practice has been to allow employees to engage in casual conversation at work on non work-related subjects, as long as they do not adversely impact the efficiency or effectiveness of County functions. Casual conversation between employees on the subject of unions is permitted consistent with this practice. However, the County has an interest in preventing the perception that County supervisors are attempting to interfere with or dominate union organizing efforts. Therefore, managerial employees of the Board and its Departments and agencies, who have the power to hire, fire and discipline, and who would not be eligible to vote in a union election, are directed not to encourage or discourage membership in a proposed collective bargaining unit in conversations at the workplace and during working hours. The responsibilities of County elected officials to address public issues as part of their duties requires that they are exempt from this policy. The prohibitions against sexual harassment and the use of deliberate abusive language apply to all speech.

Employees of the Board of County Commissioners are required to recognize these rights and abide by these principles.