

## TABLE OF CONTENTS

I.	INTRODUCTION .....	1
II.	EMPLOYEE PARTICIPATION IN LABOR ORGANIZATION ACTIVITIES .....	2
A.	EMPLOYEE RIGHTS.....	2
	(1) Right to Join or Not to Join	
	(2) Right to Act for a Labor Organization	
	(3) Right to Engage in Collective Bargaining	
	(4) Right to Support or Oppose Labor Organizations	
	(5) Right to Wear Insignia	
	(6) Employee Right to Distribute Campaign Material	
	(7) Employee Right to File Personal Grievances	
B.	LIMITS ON PARTICIPATION.....	5
	(1) General Limitations	
	(2) Specific Limitations	
C.	INTERFERENCE WITH EMPLOYEES' RIGHTS .....	6
	(1) Agency Neutrality	
	(2) Informing Employees of Their Rights	
	(3) Prohibited Agency Interference	
	(4) Prohibited Negotiated Agreement Provisions	
D.	EXAMPLES OF UNFAIR LABOR PRACTICES BY MANAGEMENT .....	7
III.	SERVICES TO LABOR ORGANIZATIONS .....	9
A.	SPONSORSHIP, CONTROL OR ASSISTANCE TO LABOR ORGANIZATIONS .....	9
	(1) Management Involvement	
	(2) Examples of Prohibited Sponsorship, Control Or Assistance	
	(3) Employee Advisory Committees and Councils	
	(4) Customary and Routine Services	
B.	USE OF OFFICIAL DUTY TIME AND TRAVEL AND PER DIEM .....	10
	(1) Negotiations at the Level of Exclusive Recognition	
	(2) Negotiations Below the Level of Exclusive Recognition	
	(3) Preparation for Negotiations	
	(4) Travel and Per Diem for Negotiations	
	(5) Non-Bargaining Unit Employee Representatives in Negotiations	
	(6) Official Time for Other Representational Activities	
	(7) Overtime Pay for Negotiations	
	(8) Internal Union Business	
	(9) Preparation of Reports Required by 5 U.S.C. 7120(c)	
	(10) Union Sponsored Training	
	(11) Distribution of Information Concerning the Union	