

I. INTRODUCTION

Managing and supervising in an organization where a union is, or seeks to be, the exclusive representative of employees presents special challenges to managers and supervisors. The employees have the right to join, refuse to join, support, or oppose the union. The union, in turn, has certain rights under both the statute and its negotiated agreement with the agency. Managers and supervisors must accord the union and employees the rights to which they are entitled while maintaining neutrality in relations with the union.

This issuance provides intra-management guidance within the meaning of sections 7114(B)(4)(C) and 7132(A) of Chapter 71. It is not designed for general publication and its distribution is limited. Information is based on best available information at the time of distribution.

It is intended to help managers and supervisors avoid improperly discouraging or encouraging employee participation in labor-organization activities and to accord labor organizations the rights and services to which they may be entitled under law or negotiated agreement.