

STATE OF MAINE

Department of Personnel

March 22, 1976

PERSONNEL MEMORANDUM 4-76

TO: All Department Heads

SUBJECT: Alleged Violations of State Policy Regarding Union Activity
on State Time.

While State employees' well-deserved reputation for service to the public is recognized, we have recently received allegations that some State employees are engaged in a variety of union organizing activities during normal working hours and misusing State facilities. This is in direct violation of State policy and rules, and your attention is drawn to OSER Bulletin #5, dated October 23, 1974. Briefly stated, union business should not be conducted in working areas on working time.

Whenever it is alleged that an employee is actively participating in the planning and/or organizing of a strike or related job action on State time, the department head should investigate and confer with the Director of Personnel who will seek such legal advice as may be necessary, to determine what disciplinary action, if any, to take. Department heads should refrain from taking any disciplinary or other action which might result in deprivation of employee rights until such investigation establishes a violation of State law, rule or policy.

RICHARD W. TRIPP
Assistant Director

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MAY BE REPRODUCED LOCALLY TO MEET DISTRIBUTION NEEDS.