

POLICY 006: POLICY TOWARDS UNIONS

ADOPTED: AUGUST 3, 1988 (REVISED: JUNE 20, 2017)

Policy:

It is the policy of the County that all employees know their own best interests and have the right to deal directly with their supervisor or manager regarding all working conditions without the interference of outside parties or influence. Therefore, the County feels it is unnecessary and detrimental to have an outside third party, a union, in our working relationship with County employees.

006:1 GENERAL PROVISIONS

1. When management and employees work together for common goals, unions are unnecessary. The County strives to provide Lee County employees with safe and appropriate working conditions, fair and equitable wages and benefits, equal treatment and respect.
2. Lee County acknowledges that employees have the right to form, join, and participate in registered employee organizations for the purpose of representation in matters of employment. Florida is a right-to-work state, meaning that Lee County does not and will not discriminate against any employee because of his or her membership or non-membership in any such organization.
3. Under the laws of the State of Florida, it is not necessary for employees to belong to a union or any other organization in order to hold any job with Lee County; nor is there any obligation to pay dues to a union. However, if a work unit is represented by a union all employees in those classifications are bound by the provisions of the collective bargaining agreement (union contract) whether they are dues paying members of the union or not.
4. It is our belief that a union would not benefit employees, the County, nor the public we serve. It is therefore Lee County's intention, as permitted by state law, to oppose by lawful means any union that may seek to organize County employees.