



ADMINISTRATIVE DIRECTIVE

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I. **POLICY**

The City will neither favor union organization by providing captive audience, nor discriminate against union organization by refusing to allow such meetings away from the immediate work or reporting area. Activities of unions or organizations representing City employees, or seeking to represent City employees, are subject to the following conditions:

A. **During Working Hours**

Activities connected with work and specifically authorized by agreement between the City and the union (such as the Grievance Procedure and the imposition of discipline) may be conducted during working hours. The union representative must secure permission from both his/her own Department Director and the respective Department Director (or authorized representative) prior to contacting any employee on City time. No other union activities will be conducted on City time during the employee's working hours.

B. **Other Than Working Hours**

Union activities are not to be conducted on City property including the immediate reporting area or work area. Such activities may be conducted on City property, outside the work area and the reporting area, if specific areas and times are formally approved in writing by the respective department head and the City Manager in advance.

C. **Violation**

Any violation of this directive by a City employee shall result in disciplinary action by the appropriate department head.

II. **UNION AGREEMENTS**

- A. Association of Federal, State, County, and Municipal Employees
- B. International Association of Firefighters, Local 479
- C. Tucson Police Officers Association
- D. Communications Workers of America



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Appendices None

References Tucson City Code Chapter 14

Review Responsibility and Frequency The Director of Human Resources shall review and revise this directive as appropriate. Last review date: January 12, 2007.

Authorized



City Manager



Date