

EL PASO COUNTY COMMISSIONERS COURT



AFSCME Notification Policy

Adopted Date: November 21, 2019

Purpose

The purpose of this policy is to provide rules regarding the notification of County employees by the American Federation of State, County, and Municipal Employees (AFSCME).

I. Information Distribution

AFSCME will be allowed to distribute information to County employees in the following methods:

1. Provide the County with a flyer that can be replaced up to 3 times per year (for a total of 4 different flyer postings in 12 months) to be posted on the bulletin board at the third floor entrance to the courthouse. Flyers will remain posted for up to 6 months if they are not replaced with a new flyer.
2. Provide the County with sufficient numbers of copies on an annual basis of a flyer to be included in an information packet that is distributed during new hire orientation. HR will note that the flyer is part of the packet and that employees may contact AFSCME if they would like information.
3. Have a table at the County's annual health fair held during open enrollment at the courthouse.

The purpose of the information distributed is to inform employees about the availability of services by joining AFSCME and the contact information for AFSCME. They are not to contain information that is considered controversial or political in nature. They cannot advocate for or against any ballot measures or candidates.

This policy is in recognition of AFSCME's agreement to not conduct union business during work hours except as provided herein.