

POLICY

It is the policy of the District that employment related disputes are resolved according to the District's Policies and Practices and not through any contract, collective bargaining agreement, and/or organized union representative.

It is the policy of the District to not:

- Recognize any collective bargaining agreement;
- Have or negotiate collective bargaining agreements or contracts;
- Recognize any group, organization, association, or person as a representative of any employee or group of employees.

RESPONSIBILITIES

It is the responsibility of **employees** who wish to have a person, whether an attorney or otherwise, represent them individually with respect to any employment action must submit to the Personnel Officer a written notice of that desire, signed by the employee and specifying the name of the person and the relationship to the employee.

It is the responsibility of the **Personnel Officer** to recognize such representation only on an individual basis, and only where appropriate in the employment process.

PRACTICES

The District will not recognize a representative in lieu of the applicant or employee during the hiring or interviewing processes.

RELATED POLICIES

- Application of Policies 106
- Employment Definitions 118
- Employment Relationship 124
- Employment 218
- Disciplinary Process 621

REVISION HISTORY

Revision Date	Author	Revision Details
May 25, 2021	Monte Olsen	Initial version