
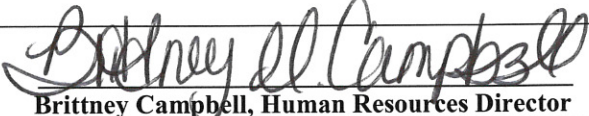




**COBB COUNTY COMMUNITY SERVICES BOARD
DOUGLAS COUNTY COMMUNITY SERVICES BOARD**

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Policy # 4073	Union Affiliation
Origination Date: January 1998	
Revision Date: December 2003; April 2006	
Reviewed Date: June 2005; June 14, 2007; September 2008; September 9, 2009, August 5, 2010, March 7, 2012, May 9, 2013; October 5, 2016	
Approved:  _____	 _____
Bryan G. Stephens, Interim Executive Director	Brittney Campbell, Human Resources Director

POLICY:

It is the policy of the Cobb County Community Services Board and the Douglas County Community Services Board to pay wages that are competitive in the industry and in the area; to provide the best possible working conditions; to deal with our employees fairly and honestly; and to consider each employee as an individual.

PROCEDURE:

Employees have the right to become members of any union or employee association and may do so without fear of reprisal or discrimination. Employees who choose to join a union or association do so at their own expense and on their own time.

The Community Service Boards will not bargain with a union, employee association, or any other third party representative concerning the terms and conditions of employment or any disciplinary matter.