



Union Activity Policy

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Owner	Board of Commissioners (BOC)
Reviewer(s)	Human Resources
Approver(s)	Board of Commissioners (BOC)
Related Policies	N/A
Related Standards	N/A
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Review Cycle	As Needed

1. PURPOSE

To provide regulations concerning union activity among county employees.

2. SCOPE

This policy applies to all Board of Commissioners' Employees. If you have questions regarding this policy, contact Human Resources.

3. GOVERNING LAWS, REGULATIONS & STANDARDS

Guidance	Section
Official Code of Georgia Annotated	Title 45, Chapter 19, Article 1

4. DEFINITIONS

Strike – the failure to report for duty, the willful absence from one's position, the stoppage or deliberate slowing down of work, or the withholding in whole or in part of the full, faithful, and proper performance of the duties of employment for the purpose of inducing, influencing, or coercing a change in the conditions, compensation, rights, privileges, or obligations of County employment.

5. POLICY

Cobb County will not recognize any labor organization as the collective bargaining agent for any Cobb County employees or group of Cobb County employees, nor will the county bargain with any labor organization regarding grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.

6. PROCEDURES

A. Cobb County employees who are supervisors are prohibited from joining or belonging to any labor organization which has rank and file employees of Cobb County as members and which claims to represent such employees as their collective bargaining agent.

B. The provisions of Title 45, Chapter 19, Article 1, of the Official Code of Georgia Annotated have been adopted as applicable to the employees of Cobb County and provides as follows:

45-19-1. "Strike" defined; right to express complaints or opinions not impaired. The term "strike," as used in this article, means the failure to report for duty, the willful absence from one's position, the stoppage or deliberate slowing down of work, or the withholding in whole or in part of the full, faithful, and proper performance of the duties of employment for the purpose of inducing, influencing, or



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coercing a change in the conditions, compensation, rights, privileges, or obligations of County employment; provided, however, that nothing in this article shall limit or impair the right of any County employee to express or communicate a complaint or opinion on any matter related to the conditions of County employment so long as the same is not designed to and does not interfere with the full, faithful, and proper performance of the duties of employment.

45-19-2. County employees not to promote, participate in, or encourage strikes. No person holding a position by appointment or employment in the government of the state or in any agency, authority, board, commission, or public institution thereof shall promote, encourage, or participate in any strike.

45-19-3. Supervising personnel not to authorize, approve, or consent to strikes. No person exercising any authority, supervision, or direction over any County employee shall have the power to authorize, approve, or consent to a strike by one or more County employees; and such person shall not authorize, approve, or consent to such a strike.

45-19-4. Termination of employment, forfeiture of civil service status, job rights, seniority, and emoluments upon violation of Code Section 45-19-2; eligibility of employee for reappointment. Any County employee who violates Code Section 45-19-2 shall be deemed to have terminated his employment; shall forfeit his civil service status, job rights, seniority, and emoluments, if any; and subsequent to such violation shall not be eligible for appointment or reappointment or employment or reemployment by the state or any agency, authority, board, commission, or public institution thereof or in any other branch of the County service for a period of three years after such violation except upon the following conditions:

1. His direct or indirect compensation shall in no event exceed that received by him immediately prior to the time of such violation; and
2. His direct or indirect compensation shall not be increased for three years after such subsequent appointment or reappointment or employment or reemployment; and
3. He shall be on probation for a period of five years following such appointment or reappointment or employment or reemployment, during which period he shall serve without tenure and at the pleasure of the appointment or employing officer or body.

7. EXCEPTIONS

Exceptions to this policy must be justified and approved by the Board of Commissioners.

8. NON-COMPLIANCE

Violations of this policy may include disciplinary action according to applicable County policies.

REVISION HISTORY

Version ID	Revision Date	Author	Reason for Revision
	08-1981		Adoption
v.1.0-2020	09-2020		Reformat