



# Human Resource Policy Manual

**Subject: Third Party Representation Policy**

**HR Policy: 360**

**Effective Date: 05/01/05**

**Revision:**

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**Board of Directors Approval: 03/12/05**

**MSHS Policy Council Approval: 04/02/05**

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This Policy has been drafted as a guideline for our employees. Final interpretation of the items discussed will be governed by the applicable procedure statements and the Human Resources Department. It shall not be construed to form a contract between our employees and the operating units of Texas Migrant Council, Inc. Texas Migrant Council, Inc., reserves the right to alter, rescind, or change any part or section of this Policy unilaterally and without prior notice.

## **1.0 PURPOSE**

This policy defines Texas Migrant Council, Inc.'s position regarding third party representation such as labor unions and union organizations.

## **2.0 SCOPE**

This policy applies to all Texas Migrant Council, Inc. employees at all facilities and locations.

## **3.0 POLICY**

**3.1** Union membership is not a job requirement at any of the operating companies of Texas Migrant Council, Inc. It is the policy of the Company to pay wages and benefits that compare favorably with our industry and area; to provide good working conditions; to deal with employees fairly and honestly, and to consider each employee as an individual. We do not feel that a union contributes to the welfare of the employees.

**3.2** No union gave anyone their job at any Texas Migrant Council, Inc. company nor can a union guarantee anyone's job. Only a productive, successful organization can do that.

**3.3** There are many individuals in this Company. We don't all act alike or think alike or feel the same way about a lot of things, including unions. We all do believe in freedom. We believe in the right of the individual to join or not to join, to belong or not to belong, to maintain membership or resign from any group - social, political, labor or religious - as each individual sees fit. Remember that while non-supervisory employees have a right under Federal law to join a union, they also have the very important right **not** to join. The Company is committed to maintaining our harmonious relationship free from the interference of a union.

## **4.0 RESPONSIBILITY**

It is the responsibility of area executives to run our business in such a way that unions are unnecessary. This means that we should be consistent in our employee relations, be responsive to employee inquiries and problems, and provide sufficient information to employees so that they know not only what must be done, but why it must be done.