

COUNTY LOCAL LAWS

COUNTY EMPLOYEES SHALL HAVE THE RIGHT TO FORM, JOIN, ASSIST AND PARTICIPATE IN THE ACTIVITIES OF EMPLOYEE ORGANIZATIONS OF THEIR OWN CHOOSING FOR THE PURPOSE OF REPRESENTATION ON ALL MATTERS OF EMPLOYEE RELATIONS, EXCEPT THAT MANAGEMENT EMPLOYEES SHALL NOT HAVE THE RIGHT TO JOIN, ASSIST OR PARTICIPATE IN THE ACTIVITIES OF ANY EMPLOYEE ORGANIZATION OR ANY OF ITS AFFILIATES, REPRESENTING OR SEEKING TO REPRESENT EMPLOYEES UNDER THEIR DIRECTION; AND CONFIDENTIAL EMPLOYEES SHALL NOT HAVE THE RIGHT TO JOIN OR PARTICIPATE IN THE ACTIVITIES OF ANY EMPLOYEE ORGANIZATION OR REPRESENTING OR SEEKING TO REPRESENT NON-CONFIDENTIAL EMPLOYEES OF THE COUNTY. COUNTY EMPLOYEES ALSO SHALL HAVE THE RIGHT NOT TO JOIN ANY EMPLOYEE ORGANIZATIONS OR PARTICIPATE IN THEIR ACTIVITIES, AND SHALL HAVE THE RIGHT TO REPRESENT THEMSELVES INDIVIDUALLY OR DESIGNATE THEIR PERSONAL REPRESENTATIVE IN THEIR EMPLOYMENT RELATIONS WITH THE COUNTY. NO EMPLOYEE SHALL BE INTERFERED WITH, INTIMIDATED, RESTRAINED, COERCED OR DISCRIMINATED AGAINST BECAUSE OF HIS EXERCISE OF THESE RIGHTS.

SECTION 1-253 - COUNTY RIGHTS

NOTWITHSTANDING ANY OTHER PROVISIONS CONTAINED HEREIN, IT IS THE EXCLUSIVE RIGHT OF THE COUNTY TO DETERMINE THE PURPOSES AND OBJECTIVES OF EACH OF ITS CONSTITUENT OFFICES AND DEPARTMENTS; SET STANDARDS OF SERVICES TO BE OFFERED TO THE PUBLIC; TO DETERMINE THE METHODS, MEANS, PERSONNEL AND OTHER RESOURCES BY WHICH THE COUNTY'S OPERATIONS ARE TO BE CONDUCTED AND EXERCISE CONTROL AND DISCRETION OVER ITS ORGANIZATION AND OPERATIONS. IT IS ALSO THE RIGHT OF THE COUNTY, SUBJECT TO APPLICABLE PROVISIONS OF ANY MEMORANDUM OF AGREEMENT HEREAFTER EXECUTED, TO DIRECT ITS EMPLOYEES, TO HIRE, PROMOTE, TRANSFER, ASSIGN OR RETAIN EMPLOYEES AND TO ESTABLISH REASONABLE WORK RULES; ALSO TO DEMOTE, SUSPEND, DISCHARGE OR TAKE ANY OTHER APPROPRIATE DISCIPLINARY ACTION AGAINST ITS EMPLOYEES FOR JUST CAUSE, AND IN ACCORDANCE WITH THE COUNTY CHARTER AND OTHER APPLICABLE LAWS; AND TO RELIEVE ITS EMPLOYEES FROM DUTY BECAUSE OF LACK OF WORK OR OTHER LEGITIMATE REASONS. THE PROVISIONS OF THIS SECTION SHALL BE DEEMED TO BE PART OF EVERY MEMORANDUM OF AGREEMENT EXECUTED BETWEEN THE COUNTY ADMINISTRATION AND AN EMPLOYEE ORGANIZATION PROVIDED, HOWEVER, THAT NOTHING CONTAINED IN THIS SECTION SHALL BE DEEMED TO DENY THE RIGHT OF ANY EMPLOYEE TO SUBMIT A GRIEVANCE AS DEFINED IN SECTION 1-251 (K) AND 1-259 OF THIS ARTICLE.