

HA—Right to Work

Right to Work

In accordance with codified Idaho statute section 44-2001 through 44-2011 inclusive, the right to work shall not be subject to undue restraint or coercion, and shall not be infringed or restricted in any way based on membership in, affiliation with, or financial support of a labor organization or on refusal to join, affiliate with, or financially or otherwise support a labor organization.

Labor Organization

The term "labor organization" means any organization of any kind, or agency or employee representation committee or union, which exists for the purpose, in whole or in part, of dealing with employers concerning wages, rates of pay, hours of work, other conditions of employment, or other forms of compensation. The term "professional organization" means any organization whose function is to advance the skill set of its members through research, professional development, and the common application of professional networking.

Maximize Individual Freedom

The Board seeks to maximize individual freedom of choice in the pursuit of employment and to encourage an employment climate conducive to academic excellence and professional growth and respect. While the Board encourages teachers and staff to advance their professional talents and skills through the various professional organizations that exist, the Board shall not recognize any labor organization as a negotiating entity in behalf of its employees. Faculty and staff shall retain the right to seek any redress or change in working conditions, conditions of employment, or any other issue appertaining to the fulfillment of their professional responsibilities to the students and colleagues through the appropriate administrative channels and policy recourse.

Employee Ability to Address the Board

Notwithstanding the provisions of this or any other policy, each employee shall retain the right to address the Board of Directors in a regularly scheduled board meeting. Nevertheless, the discussion of specific employee(s) alleged misconduct shall not be discussed in open meeting, but during an executive session as provided for in Idaho Code §§ 67-2340 through 67-2347. Though the Board will receive the public input, it is not required to act upon the given information within the same meeting but to address the situation in accordance with standing statutory code and school policy.

References

Idaho Code §§ 44-2001 through 44-2011

Idaho Code §§67-2340 through 67-2347