

Statement On Unions

We appreciate the support of our employees and our customers and hereby reaffirm our commitment to treat employees with respect and dignity, as well as to provide an open line of communication to all levels of management. We believe any employee concerns can be best addressed through frank discussion in an atmosphere of mutual respect and cooperation, without the involvement of outsiders. We value employees as individuals, and we want to be responsive to their concerns and issues.

We believe that unions do not serve any useful purpose, as their desire is to obtain union dues, fees, fines, and assessments from employees through creating a perception that employees need representation. Unions typically do this by raising issues in the workplace which they purport to solve. Unions have no such power. We believe problems are best solved by everyone working together. Under the law, the union has no power to make the County do anything it does not feel is in its best interests. Rest assured, the County is committed to providing its employees with job security and a bright future with the County. Unions do not offer us any help in achieving this goal.

If anyone ever asks you to sign a union card or participate in any union activity, we want you to know that you have the legal right to refuse such attempts and to discuss any questions you may have with someone in management to be sure that you have all the facts on the subject.

3.0 EMPLOYEE BENEFITS & LEAVE

Benefits and leave policies are established by the Board of Commissioners and do not vest.

Employee Status

Employees of Irwin County are divided into the following categories for the purpose of compensation and benefits:

- **FULL-TIME:** A regular full-time employee shall be any employee in a position which has a normal work schedule of at least 40 hours per week.
- **PART-TIME:** A regular part-time employee shall be any employee in a position which has a normal work schedule of less than 40 hours per week. He/she is entitled to vacation and sick leave on a proportional basis and is eligible for retirement. He or she is not eligible for health insurance benefits.
- **TEMPORARY:** A temporary employee shall be a non-regular employee who is hired into a position which is expected to last for some specific duration or until a specific project is completed. A temporary employee may be hired to fill a position until a non-temporary employee is hired; an employee who customarily