

# HUMAN RESOURCE MANAGEMENT

Relations with Labor Unions

Policy 7-2

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**Policy**

The Department of Children and Families shall recognize its various representative labor unions as partners in the provision of safe and supportive work environments for its employees. To that end, DCF shall engage in respectful and collegial relationships with union leadership, communicate with union leadership in an open manner and recognize the unions' investment in the mission of DCF and the employment conditions of DCF employees. All DCF managers shall recognize the legitimate role of the labor unions in employee matters and engage in appropriate discussions with union representatives in their efforts to administer the collective bargaining agreements and advocate for employees covered by those agreements.

At no time shall any DCF manager retaliate in any way against another employee based on legitimate union activity or the exercise of rights afforded to the employee under the relevant union contract.

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