

**BREVARD COUNTY
MERIT SYSTEM POLICIES
POLICY XI**

Title: **EMPLOYEE ORGANIZATIONS**

I. OBJECTIVE

County employees shall have the right to form, join and participate in, or to refrain from forming, joining or participating in any employees organization of their own choosing.

II. DIRECTIVES

County employees shall have the right to be represented by an employee organization of their own choosing, to negotiate collectively through a certified bargaining agent with their public employer in the determination of the wages, terms and conditions of their employment, and to be represented in the determination of grievances arising thereunder. County employees shall have the right to refrain from exercising the right to be represented.

Employees who are covered under a labor agreement shall also be subject to the merit system policies and procedures. If any conflicts occur between the labor agreement and a policy or procedure, the labor agreement shall take precedence. The labor agreement shall be the governing factor in all cases even though the rights or benefits may be greater or lesser than provided for in these policies and procedures.

Effective 08/01/96