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**What do University of Arizona and ABOR policies say on labor union membership?**

Neither ABOR nor the University prohibit or oppose employee membership in labor organizations, and an employee's views of or membership in a labor organization in no way affects their employment or employment relationship with the University. However, under Arizona law, Arizona Board of Regents [policy](#), and University [policy](#), the University and its agents and representatives are not permitted to collectively bargain, negotiate, or meet and confer with a labor organization.

As such, University of Arizona managers, supervisors, human resources personnel, and leaders will always work directly with employees and cannot work with a union representative on an employee's behalf.

The University values our shared governance framework and will continue to utilize that framework where and when appropriate to evaluate and make the decisions we believe to be in the best interests of the University and its faculty, staff, and students.

**If an employee joins the union, can they be paid regular work hours while attending union meetings?**

Employees may attend union meetings, but must do so on their own time and not during work time. Employees will not be paid for any time spent at union meetings or engaging in any activity related to union meetings or union activities. As with other personal obligations, employees may request time off to engage in labor-organization-related activities that occur during an employee's scheduled work hours.

**Can employees use their University email account to conduct union business, engage in organizing activity, or solicit employees (e.g., ask other employees to join the union)?**

Consistent with the University's [Acceptable Use of Computers and Networks Policy](#), while incidental personal use of computer and network resources is permissible, subject to certain restrictions, it is inappropriate for employees to send unsolicited emails to large numbers of employees (for example, by using list serves). Additionally, any use that "results in loss, damage, or financial liability to the University or gain to the individual or a third party and no benefit to the University" is considered [Misuse of University Assets](#).

It is also not appropriate for employees to bring union representatives to department meetings or to copy union representatives on internal University of Arizona communications. University of Arizona managers, supervisors, human resources personnel, and leaders will always work directly with employees and cannot work with a union representative on employees' behalf.

Union organizing activity, like any other personal obligation or pursuit that is not related to employment, must not be done on work time and University property or assets such as computer, email, and Zoom should not be used for non-work-related purposes.

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