

## **POLITICAL ACTIVITIES OF EMPLOYEES**

Monterey County Office of Education (MCOE) employees shall not:

1. Use MCOE funds, services, supplies or equipment to urge the passage or defeat of any ballot measure or candidate, including any candidate for election to the Monterey County Board of Education or Monterey County Superintendent of Schools [Education Code (EC) 7054]
2. During working hours and on MCOE property or property where MCOE employees work, solicit or receive any political funds or contributions to promote the passage or defeat of a ballot measure that would affect the rate of pay, hours of work, retirement, civil service or other working conditions [EC 7056]
3. During working hours and on MCOE property or property where MCOE employees work, solicit or receive any political funds or contributions to promote the passage or defeat of other types of ballot measures
4. Use MCOE business time to urge the passage or defeat of any ballot measure or candidate
5. Use MCOE equipment for the preparation or reproduction of political campaign materials
6. Post or distribute political campaign materials on MCOE property or property where MCOE employees work
7. Disseminate political campaign materials through the MCOE mail service, e-mail or staff mailboxes

*(cf. 4040 - Employee Use of Technology)*

8. Use students to write, address or distribute political campaign materials
9. Present viewpoints on particular candidates or ballot measures in the classroom without giving equal time to the presentation of opposing views
10. Wear buttons or articles of clothing that express political opinions on ballot measures or candidates during instructional time

Employees may discuss politics and solicit or receive funds or contributions for political purposes outside the employee's working hours, including the duty free lunch period or other scheduled work break during the work day, as long as it is not on MCOE property.

**Employee Organizations**

Employee organizations may use MCOE mailboxes and other means to communicate with employees, subject to reasonable regulation. [Government Code 3543.1]

Access to MCOE communications channels shall be limited only if such access would be disruptive to MCOE operations.

In the event of a concerted action or work stoppage, political activities by employee organizations and individual employees shall be restricted to peaceful informational picketing and other activities allowed by law.

*(cf. 4141.6/4241.6 - Concerted Action/Work Stoppage)*

Recognized employee organizations and their representatives may solicit or receive political funds or contributions from employee members on MCOE property during nonworking time to promote the passage or defeat of any ballot measure. [EC 7056]