



STATE OF GEORGIA
OFFICE OF THE GOVERNOR
ATLANTA 30334-0900

Roy E. Barnes
GOVERNOR

MEMORANDUM

TO: All State Employees
FROM: Governor Roy Barnes *REB*
DATE: November 15, 2001
RE: State Employees / Free Speech and Public Access Rights

This administration is committed to the principles of Free Speech and Freedom of Association.

The purpose of this memorandum is to clarify the rights of state employees to communicate with one another and with members of the public, including representatives of labor organizations, regarding workplace issues while in state facilities.

It is the policy of the State of Georgia not to discriminate against individuals for exercising their rights of free speech and freedom of association. This administration supports the right of state employees to discuss, to join or to decline to join labor organizations.

- State employees have the right to choose whether or not to join a labor organization and to be free from interference or coercion by others in making that choice.
- State employees shall not be discriminated against for discussing or expressing their views regarding union representation or workplace issues.
- Representatives of labor organizations have the same rights of access to state buildings and public space as any other members of the public. For example, parking lots, cafeterias, lobbies, or hallways at state facilities that are open to the public, cannot be deemed off limits to union representatives. State employees are free to meet and talk with union representatives in all such public areas during non-work periods.
- State employees are free to communicate with one another and with union representatives and to receive and distribute literature regarding union issues during non-work periods and in non-work areas.
- In state facilities where public access is limited, reasonable alternative space will be made available, on request, to permit employees to communicate with representatives of labor organizations

Copies of this memorandum are to be posted in all locations in state facilities where State of Georgia employee information is posted.