

UNIVERSITY OF HOUSTON SYSTEM
ADMINISTRATIVE MEMORANDUM

SECTION: Human Resources

NUMBER: 02.A.32

AREA: General

SUBJECT: Labor Unions

1. PURPOSE

The purpose of this administrative memorandum is to state the position of the University of Houston System regarding labor unions.

2. DEFINITION

Labor union. Any organization in which employees participate that exists in whole or in part to deal with one or more employers concerning grievances, labor disputes, wages, hours of employment or working conditions.

3. LEGISLATIVE BASIS

3.1. Texas Government Code Chapter 617, [Section 617.002](#) et. seq., prohibits the University of Houston System from entering into a collective bargaining agreement with a labor organization or recognizing a labor organization as the bargaining agent for its employees.

3.2. Texas Government Code [Section 617.004](#) et. seq., specifies that an individual may not be denied employment because of his or her membership or non-membership in a labor union.

4. POLICY

4.1. Component universities of the University of Houston System will not deny employment to an applicant because of membership or non-membership in a labor union. The System will not require employees or applicants to become union members or cease union membership as a condition of employment.

4.2. According to state law, state employees are not allowed to strike. Employees who strike forfeit reemployment rights, and any other rights, benefits or privileges which they enjoy as a result of their **public** employment or prior **public** employment.

5. REVIEW AND RESPONSIBILITY

Responsible Party: Associate Vice Chancellor for Finance

Review: Every five years on or before August 31

6. APPROVAL

Approved: Jim McShan
Interim Vice Chancellor for Administration and Finance

Renu Khator
Chancellor

Date: September 25, 2015

REVISION LOG

Revision Number	Approval Date	Description of Changes
1	01/25/1996	Initial edition
2	04/20/2001	Applied revised SAM template to meet current documentation standards. Changed responsible party from Vice Chancellor for Administration and Finance to Assistant Vice Chancellor for Human Resources. Added Vice Chancellor for Administration and Finance to approval process (Section 6). Added Section 7, Indexing Terms
3	04/08/2008	Applied revised SAM template to meet current documentation standards. Added links to Texas Government Code citations in Sections 3.1 and 3.2. Changed responsible party from Assistant Vice Chancellor for Human Resources to Associate Vice Chancellor for Finance. Changed review period from odd numbered years on or before August 31 st to every five years on or before August 1 st
4	09/25/2015	Applied revised SAM template and added new Revision Log. Removed Section 7, Indexing Terms. No additional changes were required per the Subject Matter Expert (SME)