

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 nonmembership 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 nonmembership 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: April 7, 2008

7. INDEXING TERMS

Labor Unions
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