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TO: Keli Hite McGee, Chief Human Resource Officer  
FROM: Michael Hostina, General Counsel  
RE: Governance and Union-Related Activity

You asked that I provide guidance regarding governance use of University resources with respect to union organizing activities. In short, no University employee or University-funded employee group may use University resources to engage in or promote union organizing or union activities.<sup>1</sup> This is the case for a number of reasons.

By law,<sup>2</sup> University resources may not be used to ensure that prompt action is taken to ensure that no University resources are used for union activity.

cc: President Johnsen, Chancellors

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<sup>1</sup> Employees may of course express their opinion regarding unions or solicit union membership during their free time on University premises, so long as it does not interfere with work being performed by others.

<sup>2</sup> Alaska Constitution, Article IX, Section 6.

<sup>3</sup> The Alaska Executive Branch Ethics Act also prohibits public employees from using state time, property, equipment, or facilities to benefit employees' "personal" or "financial" interests as those terms are defined in AS 39.52.960.

<sup>4</sup> Performing functions that a union would otherwise perform for itself