

## **VII TERMINATION OF YOUR EMPLOYMENT FOR OTHER THAN DISCIPLINARY ACTION**

The District will consider you to have voluntarily terminated your employment if you do any of the following:

- A. Resign from the District;
- B. Do not return from an approved leave of absence on the date specified by the District; or
- C. Fail to report to work and fail to call in for three or more work days in a row.

The District may need to terminate employment because of reorganization, job elimination, economic downturns, or lack of work. Should the District decide that such a termination is necessary, the District will try to give as much advance notice as is practical.

### **I. POLICIES CONCERNING POLITICAL ACTIVITIES**

Consistent with the provisions of Government Code sections 3201, et seq., as such may be amended from time to time, the following policies shall apply to District employees concerning political activities:

- A. Use of Office, Authority or Influence to Obtain Position or Compensation upon Corrupt Condition or Consideration.

No one who holds employment with the District shall, directly or indirectly, use, promise, threaten or attempt to use, his/her office, authority, or influence, whether then possessed or merely anticipated, to confer upon or secure for any individual person, or to aid or obstruct any individual person in securing, or to prevent any individual person from securing, any position, promotion, or change in compensation or position, within the District, upon consideration or condition that the action of such person or another shall be given or used in behalf of, or withheld from, any officer or employee, or upon any other corrupt condition or consideration. This prohibition shall apply to urging or discouraging the individual employee's action.

- B. Solicitation of Political Funds or Contributions from Other Officers or Employees of the District.

An employee of the District shall not, directly or indirectly, solicit political funds or contributions, knowingly, from other officers or employees of the District or from persons on the employment list of the District. Nothing in this section prohibits an employee of the District from communicating through the mail or by other means requests for political funds or contributions to a significant segment of the public which may include officers or employees of the District.

- C. Participation in Political Activity by Employees of the District While in Uniform.

No employee of the District shall participate in political activities of any kind while in District uniform.

D. Political Activity during Working Hours or on Premises.

Employees of the District shall not engage in political activity during working hours. At all times, there shall be no political activities on the premises of the District.

E. Soliciting or Receiving Political Funds or Contributions Related to a Ballot Measure on Working Conditions.

Nothing in this Article VIII shall prevent an employee of the District from soliciting or receiving political funds or contributions to promote the passage or defeat of a ballot measure which would affect the rate of pay, hours of work, retirement, civil service, or other working conditions of District employees, except that such activities shall not occur during working hours or on District premises.

F. Prohibition of Restrictions.

Except as otherwise provided in this Article VIII, there shall be no restrictions placed on the political activities of any employee of the District.