

JUST – APPLICABLE SECTIONS:

- Employee Unionization Policy

UNION FRIENDLY

YGH supports the rights of all its employees to self-organize and we do not prevent any of our staff from joining a union if they wished to do so.

YGH does not have any formal policies in place to follow in the event of union issues, as these have not ever occurred in the 50 years YGH has been in business. However, if this should occur in the future, YGH would welcome open discussion with its employees to resolve any issues that may arise.

YGH does encourage all employees to join professional organizations which represent their profession, and in most cases, we pay the annual dues. Currently we have fifteen employees who are members of the American Institute of Architects; one a member of the Society of Marketing Professionals; one member of the Society of Design Administration; and one member of the International Interior Design Association. These organizations support their members' career growth at all stages. They are a resource to members for education, sponsorship and job searches.

Sincerely,



Thomas R. Robbins, Principal

707 SW Washington St
Suite 1200
Portland, Oregon
97205 USA
t 503 221 0150
f 503 295 0840
w ygh.com

NELS HALL, FAIA
THOMAS ROBBINS, AIA

STEVE NEIGER, AIA
CRYSTAL SANDERSON, AIA
KATHY SIMONE, AIA
SCOTT THAYER, AIA
JESSE WALT, AIA