



## **Union Friendly Policy**

Effective March 12, 2019

Bassetti Architects employees are free to join or form a union to represent the employees in collective bargaining. Bassetti Architects will not resist or campaign against unions or take action against employees for being involved in or belonging to a union or informal self-organization. Employees also have the right to refrain from any or all such activities.

However, it is Bassetti Architects desire to make unions unnecessary by maintaining a satisfied workforce, including, but not limited to, fair and consistent application of rules, prompt resolution of complaints, paying competitive wages, providing excellent benefits, offering professional development opportunities, and promoting a work-life balance.

Bassetti Architects has an open door policy where employees may arrange a convenient time to discuss any employee issues with the principals.