

Employee/Union Friendly

Integrated Eco Strategy supports the right of our employees to self-organize, and to form, or join a union of their own choosing to represent them in collective bargaining. IES employees have the right to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and they also have the right to refrain from any or all such activities except to the extent that such right may be affected by an agreement requiring membership in a labor organization as a condition of employment.