

NORTHCARE NETWORK

POLICY TITLE: Political Activities	CATEGORY: Personnel	
EFFECTIVE DATE: 3/11/15	BOARD APPROVAL DATE: 3/11/15	
REVIEW DATE: 10/28/22	REVISION(S) TO POLICY STATEMENT: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	OTHER REVISION(S): <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
RESPONSIBLE PARTY: HR Coordinator	CEO APPROVAL DATE: 11/1/22 Dr. Tim Kangas, CEO	

APPLIES TO

NorthCare Network Personnel

POLICY

Political activities on the part of NorthCare Network Personnel shall in all cases be in accordance with the applicable State and Federal laws, including PA 169, as amended (MCL 15.401, et seq) and, where applicable to personnel funded through state or federal funds, by federal law being 5 USC Section 1501-1508 (commonly known as the "Hatch Act") and any applicable regulations relating to these statutes.

PURPOSE

The purpose of this policy is to promote compliance with applicable laws and regulations surrounding political contributions, government contacts and lobbying ("Laws") by NorthCare Network Personnel and agents thereof, in order to preserve the reputation and integrity of NorthCare Network as well as that of all persons affiliated with it.

DEFINITIONS

1. ***NorthCare Network Personnel*** – refers to personnel assigned to NorthCare Network on a full- or part-time basis, students, volunteers, interns and Board Members applicable.

REFERENCES

Hatch Act
PA 169, as amended (MCL 15.401, et seq)

HISTORY

NEW POLICY 3/11/15
REVISION DATE: 12/28/15, 8/31/17
REVIEW DATE: 3/3/15, 12/28/15, 10/19/16, 8/31/17, 6/25/18, 2/21/20, 12/23/20, 10/28/21, 10/28/22
CEO APPROVAL DATE: 3/3/15, 1/11/16, 11/1/16, 9/12/17, 7/3/18, 2/26/20, 1/5/21, 11/2/21, 11/1/22
BOARD APPROVAL DATE: 3/11/15

PROCEDURES

NorthCare Network Personnel may NOT engage in political activity of any kind while on duty.

Subject to the limitations of this policy, as set forth below, NorthCare Network Personnel **may** engage in the following political activities outside of working hours as outlined below:

- Membership on committees of political parties formed or authorized in accordance with the election laws of the State of Michigan.
- Membership in a delegation to a state, county or district convention of political party.
- Candidacy for elective office in nonpartisan elections.
- Other activities in support of a candidate or issue in connection with a partisan or non-partisan election.

NorthCare Network Personnel whose principal employment is in connection with an activity that is financed, in whole or in part by the United States or any federal agency is subject to the provisions of the Hatch Act and **may not**:

- Use official authority or influence to interfere with or affect the results of an election or nomination.
- Directly or indirectly coerce, attempt to coerce, command, or advise a fellow employee to pay, contribute or loan anything of value to a party, committee, organization, agency or person for political purposes.
- Become a candidate for public office in a partisan election unless they are currently holding an elected office or otherwise exempt by law.

NorthCare Network Personnel who choose to express in a public forum their own personal views regarding a candidate or issue **must** make clear that they are speaking only for themselves and not on behalf of or as a representative of NorthCare Network.

Using or authorizing the use of NorthCare Network's funds for personnel, office space, property, stationary, postage, vehicles, equipment, supplies, or other resources of NorthCare Network to make a contribution or expenditure or provide volunteer personal services to a candidate or for an issue is prohibited.

The posting of political signs and distributing political literature or other handouts on NorthCare Network property is prohibited.

Any political activities on the part of NorthCare Network Personnel in violation of these laws may result in termination of employment.