

# Communicating Your Companies Political *Leanings...* to Your Employees

A guide to telling employees how state legislation and ballot measures affect them and your company

## You **CAN**:

- **Verbally communicate, inform, and encourage** your employees, stockholders and their families about the company's support of or opposition to state legislation, regulations or ballot measures.
- Political messages can be sent to your **own** employees (and families) through:
  - Internal mail systems (NOT payroll distribution)
  - E-mail systems
  - Regular mail
  - Office bulletin boards
  - Phone bank messages
  - Employee meetings

## You **CANNOT**:

- Control or direct the political leanings of your employees "through or by means of threat of discharge or loss of employment."
- Coerce your employees to support or oppose a ballot measure
- Reward or punish employees for their political activities or beliefs (or threaten to do so)
- Put any political messages in or on employees' payroll envelopes.