



State Civil Service Commission 2023 Employee Representative Election

Campaigning Advisement

Issued 01/24/2023

State Civil Service has received a number of questions regarding the propriety of certain campaign activity. As examples, State Civil Service has been asked whether employees may talk to groups of employees where they are gathered for official business during work hours, whether campaign materials may be placed on bulletin boards belonging to the State and whether departments may share campaign materials on their social media sites.

While it is clear that candidates must be in leave status to conduct any campaign activity, State Civil Service has not historically attempted to regulate campaign activities occurring at the agency level. We caution both candidates and agencies against the use of agency resources (time or material) in furtherance of one's campaign.

What constitutes an inappropriate use of agency resources should be determined at the agency level. State Civil Service will refer specific questions back to the agencies because it would potentially cause inequities in the election process if we answer one candidate's question that an activity is not appropriate while another candidate or agency engages in that activity simply because they did not ask. In light of this, if you (candidate or agency) have asked a question previously of State Civil Service regarding the propriety of certain activities, we encourage you to re-direct your question to your agency's leadership.

As usual, concerns or complaints regarding activities alleged to be inappropriate can be reported and investigated by appropriate regulatory agencies.