327: Management Morale

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Section: Human Resources
Subject: Management Morale
Approved by: Harvey L. Massey
Effective Date: 10 September 1990
Last Reviewed Date: 10 September 1990
Policy Owner: Director of Human Resources

Policy

Scope: All Employees

Massey Services, Inc. is committed to fair and respectful treatment of all employees.

Further, Massey accepts its responsibilities for providing competitive pay, and good benefits and working conditions for all employees.

Therefore, it is the policy of the Company to operate in such a way that there is no need for employees to seek union representation to provide those things the Company is committed to provide.

Further, should a union organization attempt occur, such activity will be opposed by the Company with every legal means available to it.

Procedure

1. The Operations Department is responsible for liaison between Massey top management and general management with regard to all activity in this area.
2. All managers are responsible for fair treatment of all employees and for maintaining open communications with their employees.

3. General managers will endeavor to maintain pay levels at a fair and competitive level. The Operations Department is responsible for maintaining the pay plan in the Corporate Office.
4. Any change in a pay plan which involves a group of employees must be reviewed by the Operations Department and have the approval of the President before such change is announced or becomes effective.
5. ANY INDICATIONS OF EMPLOYEE MORALE PROBLEMS, OR ANY SIGNS OF UNION INTEREST ON PART OF THE EMPLOYEES, ARE TO BE REPORTED IMMEDIATELY TO THE OPERATIONS DEPARTMENT AND THE PRESIDENT.
6. GENERAL MANAGERS AND DEPARTMENT MANAGERS ARE NOT TO HANDLE POTENTIAL UNION PROBLEMS WITHOUT THE ASSISTANCE OF THE OPERATIONS DEPARTMENT AND THE PRESIDENT

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