

DATE: February 29, 2012

TO: State Supervisors
Human Resource Directors/Designees
Labor Relations Directors/Designees

FROM: Carolyn Trevis
Assistant State Negotiator



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RE: Bullying in the Workplace

As part of the negotiations with MAPE for the 2011-2013 Agreement, we had discussed bullying and the need for procedures to resolve such complaints.

This letter is to clarify that in instances where employees are the target of bullying behavior they may exercise any rights available under appropriate agency Harassment Policies and/or Policies on Violence in the Workplace, and seek redress.

Please ensure that employees and Appointing Authorities are aware of these policies.