

Political Activity

Employees must resign or take a leave of absence to run for a partisan political office. (*Example: State Representative*)

Employees may run for a nonpartisan office as long as it does not conflict with their job as defined by department policy. (*Example: serving on the MOSERS Board*)

Sources: 36.150.5 RSMo; 1 CSR 20-3.080(2)(A)

Participation in Campaigns:

Employees may participate in activities of political parties and campaigns except:

- While on duty or wearing a uniform or official insignia of the employee's office or position.
- In any facility used for the performance of official duties or while using any other state resources (e.g. state vehicle).

Employees may not use their official authority to influence or interfere with election results or to solicit or discourage participation in any political activity.

Sources: 36.155 RSMo; 36.157 RSMo; 1 CSR 20-3.080(2)

Ballot Issues:

The same restrictions for other political activity apply.

Any materials developed by a state agency related to ballot issues must be informational and not contain bias to support or oppose the issue.

Solicitation:

Supervisors may not knowingly solicit, accept or receive political contributions from any subordinate employee.

No employee shall act as an agent in receiving or accepting any financial contributions for political purposes. (*e.g. No payroll deduction for political contributions*)

Source: 36.150.4 RSMo

Workplace Communication

There must be a balance between the employee's right to express his or her opinion and whether or not that interferes with the good of state service.

Considerations:

- Is material posted in public view?
- Is the employee expressing a personal opinion or soliciting action from coworkers?
- Does it impact the good of state service?

Source: Pickering v. Board of Education (US Supreme Court)