

EH-102	Employee Handbook			
	<p style="text-align: center;">Cumberland Road Fire Department Inc.</p>		Approved By	
			Steven Parrish, Fire Chief	
<p style="text-align: center;">Employee Relations</p>			Effective Date	Revised Date
			7-21-1999	1-5-2015

Employee Relations

Cumberland Road Fire Department believes that the work conditions, wages, and benefits it offers to its employees are competitive with those offered by other employers in this area and in this industry. If employees have concerns about work conditions or compensation, they are strongly encouraged to voice these concerns openly and directly to their supervisors.

Our experience has shown that when employees deal openly and directly with supervisors, the work environment can be excellent, communications can be clear, and attitudes can be positive. We believe that Cumberland Road Fire Department amply demonstrates its commitment to employees by responding effectively to employee concerns.

If and when employees examine the option of representation by individuals outside Cumberland Road Fire Department, however, we strongly encourage careful consideration of such related issues as regular deductions from paychecks for representation fees, the potential for outside interference with supervisory relationships, and the commitment to comply with directions from third parties.

In an effort to protect and maintain direct employer/employee communications, we will resist organization, within applicable legal limits, and protect the right of employees to speak for themselves.