

**From:** Ann Walther  
**Sent:** Monday, June 26, 2017 1:17 PM  
**To:** Moore, Shari (CI-StPaul)  
**Subject:** RES 17-871 Revision to the Workplace Conduct Policy

Shari: I am writing to you on behalf of the St. Paul Supervisor's Organization (SPSO) to express concern to the Council about one of the proposed revisions to the Workplace Conduct Policy, on the agenda for discussion for the June 28, 2017 Council Meeting. Specifically, we are concerned that the new definition of "Intimidation" is vague and overly broad, particularly when applied to supervisors. The current policy provided that "Behavior prohibited by this policy can include unwelcome threats, insults, badgering, bullying or aggressive behavior." The revised language inserts a new category of prohibited conduct called Intimidation and prohibits "behavior that induces fear or a sense of inferiority into another person through threats, insults, badgering, bullying or aggressive behavior." This is very subjective. Moreover, the concern is that subordinates might claim that a supervisor who appropriately directs their work is "inducing a sense of inferiority" simply because the supervisor is the subordinates' superior and is directing their work, and/or that a strong supervisor may be accused of "aggressive behavior" in directing his/her subordinates' work. It is the position of SPSO that the new definition of intimidation be struck from the proposed amended Workplace Conduct Policy. If you have any questions, please do not hesitate to call.

Ann E. Walther  
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