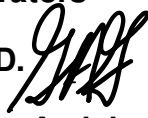


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Acting Administrative Director of the Courts

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**Directive # 24-20**[Questions or comments may be  
directed to (609) 376-3000.]

**TO:** Assignment Judges  
Trial Court Administrators

**FROM:** Glenn A. Grant, J.A.D. 

**SUBJ:** Participation in Union Activity by Judiciary Employees Who Are  
Union Officers on Full-Time Leaves of Absence

**DATE:** November 9, 2020

This directive reaffirms the existing policy based on the Rules of Court and the Code of Conduct for Judiciary Employees that Judiciary employees who are union officers on full-time leaves of absence from the Judiciary may participate in all facets of union activity, including lobbying, the commitment of organization funds, and partisan political activity.

New Jersey Court Rule 1:17 generally prohibits Judiciary employees from holding any elective public office, being a candidate for elective office, or engaging in partisan political activity. Canon 6A of the Code of Conduct for Judiciary Employees similarly recognizes the prohibition against a judiciary employee's ability to engage in partisan political activity.

The Judiciary recognizes the need for union officers to be able to represent the union and/or its members fully and that lobbying activities, including attending meetings or other events with members of the other two branches of government, are an intrinsic function of a union officer. It is accordingly acknowledged that such activities are permissible by a Judiciary employee who is a union officer so long as the employee is on a full-time leave of absence from the Judiciary. Additionally, receiving awards, honors, or special tributes at fundraising events, if closely related to the activities performed by the union officer on behalf of the union members, similarly would be permissible union activity for such union officers on a full-time leave of absence from the Judiciary.

Aside from the above-mentioned provisions, all other provisions of the Code of Conduct for Judiciary Employees continue to apply to Judiciary employees who are union officers on full-time leaves of absence from the Judiciary.

For Judiciary employees who are union officers but who are not on full-time leaves of absence from the Judiciary, all provisions of the Code of Conduct for Judiciary Employees apply without exception.

cc: Chief Justice Stuart Rabner  
Steven D. Bonville, Chief of Staff  
AOC Directors and Assistant Directors  
Clerks of Court  
Special Assistants to the Administrative Director  
HR Division Managers  
Deirdre Hartman, Chief, Labor & Employee Relations  
Linda D. Owens, Staff, Committee on Outside Activities of Judiciary Employees