

# COUNTY EMPLOYEES' PARTICIPATION IN ELECTION ACTIVITIES

## **HATCH ACT:**

The Hatch Act (5 U.S.C. sec 1501 et seq.) is a federal law which governs the political activities of certain County officers and employees. Effected individuals are those whose principle employment is in connection with an activity which is fully or partially funded by loans and/or grants from the federal government. This includes federal funds that are granted to the state and then passed to counties by the state. The Act includes a mechanism for investigation of reports of violation and remedies for such violations.

## **UNDER THE HATCH ACT, COVERED EMPLOYEES MAY:**

- Be candidates for political party office or candidates for political office in nonpartisan elections;
- Campaign for candidates and hold office in political parties, clubs, organizations and may be candidates for party office;
- Actively campaign for candidates for public office in partisan and nonpartisan elections or express opinions on political subjects and candidates;
- Take an active part in political management, political campaigns contribute money to political organizations and attend political functions.

## **UNDER THE HATCH ACT, COVERED EMPLOYEES MAY NOT:**

- Use official authority to influence for the purpose of interfering with or affecting the results of elections or nomination for office;
- Directly or indirectly coerce, attempt to coerce, command or advise a state or local officer or employee to pay, lend or contribute anything of value to a party, committee, organization, agency or persons for political purposes;
- Be a candidate for elective office in a partisan election.

## **CALIFORNIA GOVERNMENT CODE:**

Public employees in California are also subject to Government Code Sections 3201 through 3209 which prohibit the following:

- The use, promise or threat or attempt to use, any office, authority or influence, to confer, aid, obstruct or prevent any individual person from securing a position, nomination, confirmation, promotion or change in compensation or position, within the state or local agency, upon any corrupt consideration or condition;
- The solicitation of political funds or contributions from other officers or employees or applicants on employment lists;
- Participation in political activities while in uniform.

**COUNTY AGENCY/DEPARTMENTS MAY HAVE ADDITIONAL RULES AND REGULATIONS  
RELATING TO ENGAGING IN POLITICAL ACTIVITIES DURING WORKING HOURS  
AND/OR ON COUNTY PROPERTY**