



MEMORANDUM

TO: PHDC EMPLOYEES
FROM: DAVID S. THOMAS, PRESIDENT AND CEO
SUBJECT: PHDC POLITICAL ACTIVITY RESTRICTIONS
DATE: DECEMBER 6, 2023

POLITICAL ACTIVITY RESTRICTIONS: In general, restrictions on political activity prohibit only activity aimed at promoting or opposing the success of a political party or body or the nomination or election of particular candidates at primary, general or special elections. Such restrictions are not aimed at limiting or interfering with the activity of employees with respect to questions submitted to referendum vote except where the questions are so closely identified with a particular political party or body that a position on the question necessarily constitutes a corresponding support of the party or body, or where the particular activity is such that it cannot be or is unlikely to be engaged in without support of a political party or body or particular candidates. Since employees retain the right to exercise their franchise in all its aspects and to express privately their opinions on all political subjects, the restrictions on political activity cannot and should not interfere with the opportunity of employees to acquire the information upon which intelligent exercise of the franchise is based. To aid employees in determining which activities are permitted and which activities are prohibited, there are listed permissible activities and prohibited political activities below, neither of which listings is to be deemed to be by any means all inclusive.

PERMISSIBLE ACTIVITIES: The following are permissible activities. An employee may voluntarily:

- Cast a vote at any election.
- Express privately his opinions on any political candidate.
- Be a member of a political party, club or organization.
- Be a member or officer or participate in the activities of non-partisan civic organizations.
- Sign any petition.
- Initiate or circulate petitions provided that such petitions are not identified with a political party, or body, or partisan political club and do not call for the nomination or election of particular candidates to public or party office.
- Make voluntary contributions for political purposes.
- Participate in the public debate of questions which may be submitted to referendum vote or of other issues of public interest, provided such activity is not

in support of any political party or body or partisan political club, and is not identified with any particular political party, body or candidate.

- Attend as a spectator any political meeting or convention.
- Attend dinners or social functions of a political character.
- Address any meeting, dinner or social function on local, state or national issues that are not particularly identified with any particular political party, body or candidate and do not call for the nomination or election of any candidate to public or party office.
- Distribute printed matter, badges or buttons in support of any political issue provided that such issue is not identified with any particular political party, body or candidate and does not call for the nomination or election of any particular candidate to public or party office.
- Participate in any non-partisan campaign for the registration of voters.

PROHIBITED POLITICAL ACTIVITIES. The following are prohibited political activities. An employee *shall not*:

- Be an officer or member of a committee of a political party or body.
- Be an officer or member of a committee of a partisan political club or organization.
- Address, make motions, prepare or assist in preparing resolutions, maintain records or take any other active part in a meeting or convention of a political party or partisan political club.
- Initiate or circulate public petitions, or canvass for the signatures of others, if such petitions are identified with or call for the nomination or election of any particular candidate to public or party office.
- Distribute printed matter, badges or buttons in support of any candidate for public or party office or political party or body.
- Wear on his person display badges, emblems, signs, posters and the like which are in favor of or against a political party, body or candidate.
- Solicit money from any person for the support of any issue, for the support of any political party or body, or for the support of any political purpose that is identified with or calls for the nomination or election of any particular candidate to public or party office.
- Arrange, or help to arrange a public meeting, rally, dinner, or social function of a political character.
- Sell or distribute tickets for sale for political meetings or dinners.
- Serve at party headquarters or otherwise engage in campaign activities on behalf of a party or candidate in any political campaign or election.
- Write for publication or publish any letter or article, signed or unsigned in favor of or against any political party, body or candidate for public office.
- Engage in transportation of voters to the polls on election day on behalf of any candidate or party.
- Act as the accredited watcher of any political party, body or candidate, or engage in any political activity at the polls except the casting of his own vote.
- Be eligible to continue his City employment if he shall become a candidate for nomination or for election to any public office. Any City employee who shall

become a candidate for a nomination or election to any public office shall be considered to have resigned his City employment.

- Give any consideration to the political affiliation of any person in making appointments under the provisions of these regulations.
- Directly or indirectly use or promise or threaten to use the authority or influence of his position in order to coerce or influence the vote of any person.
- Directly or indirectly use or promise to use the authority or influence of his position in order to dismiss, promote or demote, or in any manner change the official rank or compensation of any employee or promise or threaten to do so for withholding or refusing to make any contribution of money or service or other valuable thing in support of or in opposition to any political party, body or candidate for public office or issue.
- Directly or indirectly use or promise to use the authority or influence of his position in order to coerce or influence an employee to pay or promise to pay any assessment, subscription or contribution in support of or in opposition to any political party, body or candidate for public office or issue.
- Address any rally, dinner or social function of a political character on any subject that is identified with or calls for the nomination or election of any candidate to public or party office.
- Participate in a campaign of a political party for registration of voters in that party.
- Perform any of those permitted activities referred to above during scheduled hours of employment for the City of Philadelphia. Those political activities prohibited section are not permitted before, during and after hours of work for the City.
- By collusion or indirection through another person attempt to accomplish what is prohibited by this section.
- Do any of these campaign activities so long as they are a City employee/officer, even if on vacation, leave of absence, or weekend or evening time.
- Do any of these campaign activities for any candidate for political office anywhere in the United States; it is no limited to Philadelphia or Pennsylvania.