

**Reference:** HUMAN RESOURCES  
**Section:** GENERAL  
**Title:** POLITICAL ACTIVITIES  
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## **I. PURPOSE**

The purpose of this policy is to clarify the position of the Niagara Frontier Transportation Authority and the Niagara Frontier Transit Metro System, Inc. (collectively referred to as "NFTA" or "Authority") on the political activities of employees.

## **II. APPLICABILITY**

This policy applies to all Authority employees.

## **III. POLICY**

A) New York Civil Service Law § 107, also known as "The Little Hatch Act," limits politically-based recommendations and the making of employment and appointment decisions based on the political affiliation of individuals. It bans political assessments, all requests for political contributions made by individuals sited within government buildings, and it forbids trading political support for the promise of governmental jobs and promotions. The NFTA strictly adheres to this statute.

B) Political solicitation, including the sale of tickets to political fundraising functions, at any location owned or used by, or at any function sponsored by Authority or by any Authority employee is strictly prohibited. No Authority employee shall, directly or indirectly, use his or her official authority to compel or induce any other Authority employee to make, or promise to make, any political contribution whether by gift of money, service or other thing of value.

C) Pursuant to Executive Order No. 7 issued on June 30, 2008, the Authority's members of the Board and the Executive Director, General Counsel, Chief Financial Officer, and Director, Internal Audit, may not make or offer to make any monetary contribution to the campaign of the Governor, or to any political campaign committee organized by, or for, the specific benefit of the Governor. The Authority's members of the Board and the Executive Director, General Counsel, Chief Financial Officer, and Director, Internal Audit, may not request or demand that any other person make, or offer to make, any monetary contribution to the campaign of the Governor or to any political campaign committee by, or for, the specific benefit of the Governor.

D) No Authority employee may ask any current employee or applicant for employment for that individual's party affiliation; whether that individual made campaign contributions to any party, elected official, or candidate for elected office; or whether the individual voted for any elected official or candidate or political party for elected office.

E) The Executive Director may not seek nomination, designation, or election to any compensated federal, state or local public office; nor shall she or he commence a candidacy for such office, unless the Executive Director first resigns from the Authority or requests, and is granted, a leave of absence without pay. Such leave, if granted, must commence before such individual engages in any campaign activities, including, but not limited to, announcing a candidacy, circulating petitions, soliciting contributions, distributing literature or taking any other action to actively promote oneself as a candidate for elective office.

F) The Federal Hatch Act places restrictions on certain political activities of federal and state Employees whose positions are funded by federal grants. The Hatch Act is applicable to many NFTA and NFT Metro employees and provides that covered employees may not:

- Use their official authority or influence for the purpose of interfering with or affecting the results of elections or nominations for political 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 political party, committee, or organization, or any person for political purposes.
- Be a candidate for elected office in a partisan election.

Violation of this policy will result in discipline, up to and including termination.

Questions about this policy may be referred to the Authority's General Counsel.