

ALL PERSONNEL

Concerted Action/Work Stoppage

The Superintendent believes that strikes, walkouts or other strategies involving the withholding of services are clearly harmful to the public interest because they are intended to achieve material gains for employees by depriving students of the education to which they are entitled.

To serve the interests of students and the public, the intends to keep the schools open during any work stoppage as long as the safety and welfare of students and the security of Office of Education property can be maintained.

The Superintendent or designee shall maintain a plan for the safe operation of the schools in the event of a work stoppage.

In the event of a strike, a walkout, a coordinated mass use of sick leave or any other concentrated refusal of staff to perform assigned duties, the Superintendent or designee shall take whatever emergency steps he/she deems necessary for the safety of students, staff and property.

When students raise questions related to a work stoppage, employees shall be expected to approach the subject in accordance with the Office of Education's policy on controversial issues. Such discussions shall not interfere with regular teaching and/or business responsibilities.

Students shall not carry home messages that promote or explain the position of any employee organization that is engaged in or contemplating a concerted action and/or work stoppage.

Legal Reference:

EDUCATION CODE

35204 Contract with attorney in private practice

35205 Contract for legal services

37200-37202 Instructional days

GOVERNMENT CODE

3540-3549.3 Educational Employment Relations Act, especially:

3543.5-3543.6 Unfair labor practices

3548-3548.8 Impasse procedures

INSURANCE CODE

10116 Employee continuation of insurance coverage

UNITED STATES CODE, TITLE 29

1161-1169 Continuation coverage and additional standards for group health plan

Policy

Adopted: October 16, 1991

Revised: January 14, 2009

HUMBOLDT COUNTY OFFICE OF EDUCATION

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