

Labor and Employee Relations

Job Actions

CODE: 30-01-50-30:00 **EFFECTIVE DATE:** 07/01/90 **REVISION DATE:** 1/02/07
LAST REVIEWED: 1/02/07

PURPOSE:

To set policy determining the handling of group actions, work slowdowns, and walkouts.

ACCOUNTABILITY:

The Vice President for Human Resources is to ensure compliance with this policy. Supervisors are to implement this policy in collaboration with Labor Relations.

DEFINITION:

Job actions are defined as work slowdowns, walkouts, sickouts and illegal demonstrations.

REFERENCE:

00-01-10-70:10 - Demonstration & Associated Activities/Distribution of Unsolicited Material

POLICY:

1. Staff walking off their jobs without appropriate authorization from a supervisor, shall only be paid for the hours worked and shall be subject to appropriate disciplinary action.
2. Appropriate disciplinary action up to and including termination may be taken after conferring with Labor Relations.
3. In the event of a sickout, a physician's note may be required by the University as well as an examination by the University's Occupational Health Services or other designated physician.

By Direction of the President:

Vice President for Human Resources