



HUMAN RESOURCES POLICY

SUBJECT:	Labor & Employee Relations	TITLE:	Job Actions		
CATEGORY: Check One	Board of Trustees <input type="checkbox"/>	Presidential <input type="checkbox"/>	Functional <input checked="" type="checkbox"/>	School/Unit <input type="checkbox"/>	
Responsible Executive:	Vice President for Human Resources		Responsible Office:	Labor Relations	
CODING:	30-01-50-30:00	ADOPTED:	7/01/90	AMENDED:	3/04/2010
LAST REVIEWED: 3/04/2010					

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.

APPLICABILITY:

This policy applies to staff employees only (non-faculty).

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. A staff member walking off his/her job without appropriate authorization from a supervisor shall be paid only for hours worked and shall be subject to appropriate disciplinary action.
2. Appropriate disciplinary action up to and including termination may be taken after consulting 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 a University identified physician.

By direction of the President

Vice President for Human Resources