



## EMPLOYEE RELATIONS

### 602.16 – WORK STOPPAGE

- 1. Policy Purpose:** To establish a policy that prohibits any District employee from initiating or participating in a work stoppage or other disruption of work.

**Policy Coverage:** This policy applies to all employees, both represented and non-represented, and volunteers of the East Fork Fire Protection District.

**Effective Date:** 06/18/2019

**Revised Date:** N/A

**Policy #:** 602.16

*\*\*The procedure established in this policy will be superseded and have no effect when covered by a similar or conflicting provision in a Collective Bargaining. For detailed information, please refer to your Collective Bargaining Agreement. \*\**

- 2. Policy Overview:**

NRS 288.230 declares the public policy of this State that continuity of public services is essential and their disruption incompatible with the responsibility of the public employer to its citizens, and therefore declares strikes against any local government, such as the District, illegal. In keeping with this public policy and the law, no employee of the District shall instigate, promote, encourage, sponsor, or engage in any strike, picketing, slowdown, concerted work stoppage, sick out, or any other intentional interruption of work.

Any employee who violates the provisions of this section will be subject to disciplinary action, up to and including termination. In addition to the penalties provided under this section, the District may enforce any other legal rights and remedies to which, by law, it is entitled.

**RESPONSIBILITY FOR REVIEW:** The District Fire Chief, or his or her designee and/or the Executive Office Manager, or his/her designee will review this policy every 3 years or sooner as necessary.