



**DEPARTMENT OF CORRECTIONS**  
**Human Resources**



<b>Title:</b>	<b>Strike Contingency Planning</b>	<b>DOC Policy: 20.5.21</b>
<b>Effective:</b>	<b>2/10/11</b>	<b>Supersedes: 7/15/98</b>
<b>Applicability: All management and executive service employees</b>		
<b>Directives Cross-Reference: None</b>		
<b>Attachments: None</b>		

**I. PURPOSE**

To ensure essential services are continued with the least possible interruption in the event of a strike by employees.

**II. DEFINITIONS**

Strike: A public employee's refusal in concerted action with others to report for duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his or her absence in whole or in part from the full, faithful or proper performance of his or her duties of employment, for the purpose of inducing, influencing or coercing a change in the conditions, compensation, rights, privileges or obligations of public employment. However, nothing shall limit or impair the right of any public employee to lawfully express or communicate a complaint or opinion on any matter related to the conditions of employment. (ORS 243.650 (22))

**III. POLICY**

Each Assistant Director, each Superintendent and program manager in the Operations Division, the Oregon Corrections Enterprises and any other manager who has a collective bargaining unit within his/her jurisdiction shall have in place a strike plan.

A. The plan shall include at a minimum:

1. Identification of the strike committee by position;
2. Identification of essential services and the personnel (management and executive service) who will provide those services;
3. Identification of outside resources that will be contacted to provide assistance;
4. Provision for communication with the appropriate Assistant Director, the Human Resources Division, the Department of Administrative Services, and the media.

B. This plan shall be updated and submitted to the Assistant Director, Human Resources Division, upon request.

#### **IV. IMPLEMENTATION**

This policy will be adopted immediately without further modification.

Certified: signature on file  
Birdie Worley, Rules Coordinator

Approved: signature on file  
Mitch Morrow, Deputy Director