



**DEPARTMENT OF CORRECTIONS
Employee Services**



Title:	Strike Contingency Planning	DOC Policy: 20.5.21
Effective:	3/29/23	Supersedes: 2/10/11
Applicability:	All management and executive service employees	
Directives Cross-Reference:	DOC policy 10.3.2 Emergency Management	
Attachments:	None	

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 the employee’s willful absence from the employee’s position, or the employee’s stoppage of work, or the employee’s absence in whole or in part from the full, faithful, or proper performance of the employee’s 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. See ORS 243.650 (22).

III. POLICY

Each Assistant Director, Superintendent or functional unit manager or designee, and program manager in Operations division, Oregon Corrections Enterprises, and any other manager who has a collective bargaining unit within the manager’s jurisdiction shall have in place a strike plan.

A. The plan shall include at a minimum:

1. Identification of the strike planning team which adheres to Local Command Structure guidelines at each individual worksite. These teams should be comprised of managers or administrators responsible for each of the major areas of the work site.
2. Identification of essential services and the personnel (management, executive service, contractors) who will provide those services at risk during a strike.

3. Identification of outside resources that will be contacted to provide assistance.
 4. Provision for communication with the appropriate Assistant Director, Agency Operations Center, Employee Services Division, Department of Administrative Services, and the media.
- B. This plan shall be updated and submitted to the Assistant Director and Employee Services Division in February of every odd numbered year, or upon request.

IV. IMPLEMENTATION

This policy will be adopted immediately without further modification.

Certified: signature on file
Julie Vaughn, Rules Coordinator

Approved: signature on file
Heidi Steward, Acting Director