

3358:14-3-31 Authorization to president in event of strike/work stoppage.

- (A) Absences - effective April 10, 2015 or any later date of withdrawal of services, and to continue through the duration of such a strike/work stoppage, the president may require substantive proof of any absence above and beyond that proof currently required. Pay and fringe benefits will not be granted for unauthorized absences.
- (B) Unauthorized leave - the president is authorized to determine if unauthorized leave has occurred by using the following guidelines:
- (1) Unauthorized leave is defined as non-performance of assigned duties and responsibilities or other duties and responsibilities as directed by the appropriate authority. Such unauthorized leave may include, but is not limited to, individual and/or collective refusals to provide services, unauthorized use of sick leave, unauthorized use of other leave benefits, non-attendance at required meetings and failure to perform supervisory functions at sponsored activities.
 - (2) An employee is deemed to be on an unauthorized leave at such time and on such occasion as the employee may absent himself from required duties.
 - (3) Unauthorized leave may result in the initiation of dismissal procedures, loss of salary or such disciplinary action as may be deemed appropriate.
- (C) Cancellation of non-essential leave -the president is authorized to cancel previously approved non-essential leave occurring during the duration of a strike/work stoppage.
- (D) Substitute employees -the president is authorized to hire substitute employees and to pay substitute employees what is deemed necessary for the duration of a strike/work stoppage.
- (E) Temporary employees - the president is authorized to hire temporary employees for the duration of a strike/work stoppage at the rate now in effect for regular employees and/or such rate as is agreed upon by the temporary and the president for the board of trustees.
- (F) Contract services - the president is authorized to enter into contract for necessary services that may be required for the continued efficient operation of the college during a strike/work stoppage at rates agreed upon by the contracting person or agency and the president for the board of trustees.
- (G) Leasing equipment - the president is authorized to enter into contract for necessary services that may be required for the continued efficient operation of the college during a strike/work stoppage at rates agreed upon by the contracting person or agency and the president for the board of trustees.
- (H) Closing of facilities - the President or designee shall be the only board of trustees employee authorized to close any facility

3358:14-3-31

- (I) Authorization of counsel - the president is authorized to engage such legal services as may be necessary to maintain the efficient and safe operation of the college.
- (J) Further, the president is authorized to take whatever steps he may deem necessary to maintain the efficient and safe operation of the college.

Effective: 1/17/2020

CERTIFIED ELECTRONICALLY

Certification

01/03/2020

Date

Promulgated Under: 111.15
Statutory Authority: 3358
Rule Amplifies: 3358