
SECTION 24

COLLECTIVE BARGAINING PRINCIPLES

A. POLICY STATEMENT: It is the policy of Hubbard County to commit to sound collective bargaining principles and practices which will serve to resolve differences through negotiations to the mutual satisfaction of the parties and avert, to the greatest extent possible, work actions such as strikes.

B. DEPARTMENT HEAD RESPONSIBILITIES: The County Board also recognizes that work action is the ultimate exercise of bargaining power unions may employ as an economic sanction against the County in the event bargaining demands cannot be satisfied and recognizing that the County must take responsible precautions to ensure necessary public services will be provided in the event such action is employed, County Department Heads are hereby directed to make such preparations as will ensure continuation of necessary public services. Such preparations shall, among other things, provide that:

1. Priorities must be established for all services provided by affected departments from critical, which must not be interrupted; to the maximum level of service that can be performed.
2. Instruction is given supervisory personnel regarding their responsibility and conduct during a strike.
3. All employees are advised of their rights and obligations during a strike and the County's policy regarding striking employees.

C. CONDITIONS: The following conditions shall prevail:

1. Any county employee who is absent from any portion of his/her work assignment without permission of the appropriate department manager on the date or dates when a strike occurs will be presumed to have engaged in a strike on such date or dates and will be appropriately disciplined by the County Board.
2. No wages shall be paid to an employee engaging in a strike.
3. The County will continue the direct deposit of the amount of wages due a striking employee for work performed prior to the strike on the first regularly scheduled payday after the commencement of the strike.
4. The County will not continue contributions to group insurance coverage and other benefits for striking employees. Notice will be provided such employees on how they may continue to maintain group insurance coverage.
5. No striking employee shall be entitled to vacation pay while on strike.
6. No sick leave shall be granted to a striking employee while on strike.
7. No striking employee shall be eligible for any type of leave including attendance at conferences and conventions while on strike.
8. There shall be no benefit accrual (vacation leave, sick leave, etc.) during a strike period to any employee participating in such action including credit towards step increases.
9. No holiday pay will be granted to a striking employee (nor retroactive).
10. The County will implement provision of M.S. §179A.19 Subd. 2 which provides that an employee who strikes illegally may be terminated effective the date the violation first occurs. If the County should subsequently agree to reappoint or reemploy an illegal striker, M.S. §179A.19 Subd. 4 requires that such employee shall be on probation for two years with respect to such employment.
11. All leaves of absence for all employees will be automatically canceled unless re-authorized by the County Board upon input by the department manager. Any leaves of absence during a period when a strike is taking place may be granted only upon approval of the County Board.
12. All non-striking employees must be prepared to present medical certification of illness to be eligible for sick leave.
13. Any employee who may legally strike also has a right to continue working during a strike action. All employees not in the striking bargaining unit are required to be at work or on authorized leave.

D. DAMAGE REIMBURSEMENT: Non-striking employees of Hubbard County who might incur damage which is usually connected to strike activities shall be reimbursed by the County for such damages to the extent permitted by law, provided that said damage, at the time of the alleged incident, is not otherwise covered by insurance, and provided

SECTION 24

COLLECTIVE BARGAINING PRINCIPLES

further that the damaged employee has taken reasonable precautions under the circumstances to prevent such damage.

E. SPOKES PERSON: The Coordinator/Designee is authorized to speak publicly on behalf of the County in regard to such labor disputes and shall be the sole person authorized to speak publicly on behalf of the County during any period of strike action.