

STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION

PROCEDURE

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TITLE: LABOR RELATIONS

POLICY

REFERENCE NUMBER: 8-0-100

DIVISION OF

RESPONSIBILITY: Human Resource Services

DATE OF LAST REVISION: May 15, 2008

DISCLAIMER

PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION / THE SC TECHNICAL COLLEGE SYSTEM. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

Each employee is expected to adhere to all State laws and policies which govern employment with the South Carolina Technical College System. Some of the more important laws and policies governing the relationship between the South Carolina Technical College System and its employees are summarized below:

1. Officials of the System Office/College cannot recognize any labor organization as the bargaining agent for public employees at any level.
2. Officials of the System Office/College cannot enter into collective bargaining contracts, memoranda of understanding, or any other type of agreement with a labor organization with respect to rates of pay, wages, hours of employment, or other conditions of employment.

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3. Employees of the South Carolina Technical College System cannot promote, encourage, or participate in a strike against the System Office/College. A "strike" as used herein means the failure to report to duty, willful absence from one's position, a stoppage or deliberate slow-down of work, or withholding in whole or in part the full and faithful performance of duties of employment for the purpose of inducing, influencing or coercing a change in wages, hours, or other terms and conditions of employment.
4. It is the policy of the State Board for Technical and Comprehensive Education to encourage all of its employees to pursue their individual remedies through the agency and State Employee Grievance Procedure.
5. Where there are conflicts or inconsistencies between this procedure and the Ethics Act of 1991, the provisions of the Ethics Act will take precedence.