

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

RESOLUTION NO. 2962

**EMERGENCY RESOLUTION IN THE EVENT OF A CONCERTED REFUSAL TO WORK BY
EMPLOYEES**

RECITALS

WHEREAS, Education Code section 35161 permits the Governing Board ("Board") to delegate

[The following text is redacted with black bars]

walk out and “strike on November 2 and 3, 2017.” Accordingly, there is a good faith belief by this Board that representatives and unit members in the certificated bargaining unit represented by the Sacramento City Teachers Association are considering the possibility of calling a strike.

Strikes and Other Concerted Refusals to Work by District Employees

NOW THEREFORE, BE IT RESOLVED AND ORDERED that the above recitals are true and correct.

BE IT FURTHER RESOLVED AND ORDERED that it is the position of the District that any ~~unilateral~~ ~~refusal~~ ~~to~~ ~~work~~ ~~by~~ ~~employees~~ ~~will~~ ~~impede~~ ~~and~~ ~~interfere~~ ~~with~~ ~~the~~

normal operation of the District resulting in great and irreparable damage to the students and the

however, the Superintendent has the authority to close a school or schools, modify school schedules,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

accordance with section D of Article 8 of the collective bargaining agreement. Under that section, personal necessity leave may be used only for the following purposes:

1. Death of a member of a unit member's immediate family. This would be in addition to bereavement leave as granted under the terms of this agreement. Members of the immediate family are defined as the following relatives of the unit member or his/her spouse: mother, father, grandmother, grandfather, son, daughter, niece, nephew, aunt, uncle, grandchild, brother, sister, any relative or person sharing the immediate household of the unit member, or a close friend;
2. Serious illness of a member of the unit member's immediate family as identified in section 2 or accident involving his/her person or property, or the person or property of a

[REDACTED]

- 1. To ensure and protect the welfare and safety of persons working for the District which shall include its agents, employees, representatives and all others acting for or on behalf of the District;
- j. To protect District property;
- k. To ensure and protect the personal property of persons working for the District when such property is on District premises.

- l. To provide necessary staffing and instruction.

Reorganization of Administration

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized to transfer or assign additional duties to management, supervisory and confidential employees on a temporary basis so that the District can manage more effectively during an actual or serious threat of a concerted refusal to work by employees. No such transfer or assignment of additional duties shall be with loss of compensation or in violation of any law.

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized and directed to reassign and replace any management, supervisory and confidential employee who is

[REDACTED]

Use of Volunteers

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized

[REDACTED]

BE IT FURTHER RESOLVED AND ORDERED that it is the position of the District that students shall not be directly involved in the negotiations process during instructional time in the classroom. No employee or visitor at any school site shall discuss the progress of negotiations nor the merits or lack thereof of any issue in negotiations with students during their instructional periods.

BE IT FURTHER RESOLVED AND ORDERED that the District may take disciplinary action up to and including dismissal against any employee who violates any directive as authorized by this Resolution.

District Property

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent or his designee is

[REDACTED]

[REDACTED]

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[REDACTED]

Date: 10-12-17

[REDACTED]