



LABOR ACTIVITY

I. PURPOSE

To continue our commitment to reliable customer service.

II. SCOPE

This policy applies to all City employees.

III. POLICY

Nothing shall compel the City to recognize or engage in collective bargaining with any such labor organization except as provided by law.

Employees shall not engage in any strike. "Strike" includes:

- the concerted failure to report for duty,
- willful absence from one's position,
- unauthorized holidays,
- sickness unsubstantiated by a physician's statement when requested or medical examination when directed,
- the stoppage of work, or
- the abstinence in whole or in part from the full, faithful, and proper performance of the duties of employment for the purposes of inducing, influencing, or coercing a change in condition, compensation, rights, privileges, or obligations of employment.

Employees who are unhappy with their working conditions should utilize the City's grievance procedures.

See [Grievance Procedure #540](#).

See [Attendance #423](#), V. C., *Absence Without Leave*.