

# POLICY

## BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

**Related Entries:** N/A

**Responsible Office:** EMPLOYEE RELATIONS OFFICE

### STRIKES AND REFUSAL TO WORK

#### A. PURPOSE

To provide guidance regarding employees attempting to strike or collectively refusing to work through other means.

#### B. ISSUE

Maryland law prohibits employee organizations from calling or directing a strike.

#### C. POSITION

1. The Superintendent shall take immediate action as necessary and appropriate, including institution of court proceedings or injunctions, to prevent strikes or refusal by Board employees to perform their services in the positions in which they are employed by the Board.
2. Any employee organization designated as an exclusive representative that calls or directs a strike shall have its designation as exclusive representative revoked and shall be ineligible to be designated as exclusive representative for a period of 2 years after the violation.
3. Anne Arundel County Public Schools shall stop making payroll deductions for dues of the organization for 1 year after the violation.

#### D. IMPLEMENTATION

The Superintendent is authorized to develop regulations to implement this policy.

*Policy History:* Adopted on 02/15/17

*Note Previous Policy History:* Replaces Policy 800.25, adopted 06/04/69, revised 11/07/90, and 2/15/17