

**Policy 4241.6 Concerted Action/Work Stoppage**

**Status: ADOPTED**

**Original Adopted Date:** 05/13/1992

**Last Revised Date:** 06/26/2024

The Governing Board recognizes the importance of maintaining ongoing positive relations with employees and engaging in fair, respectful negotiations with employee organizations. The Board desires to reach agreement on employment contracts in a manner that prevents disruption to school operations and minimizes impact on student achievement.

Days of instruction lost due to a work stoppage may be made up following the end of the normal school year.

If an employee organization gives notice that it intends to strike, the Superintendent or designee shall notify the Public Employment Relations Board, Employment Development Department, employees in the striking unit, other district employees, parents/guardians, students, law enforcement, the media, and others as appropriate.

Employees should be held accountable for their behavior during any labor dispute. The district may take disciplinary action against any employee who engages in an unlawful concerted action or in unlawful behavior in an otherwise protected activity, taking into account the seriousness of the behavior and the district's efforts to rebuild relations following the withholding of services by employees.

However, the district shall not discontinue or threaten to discontinue employer contributions for health care or other medical coverage for any employee or their enrolled dependents for the duration of the employee's participation in an authorized strike, as defined in Government Code 3141 and specified in the accompanying administrative regulation.

05/13/92  
12/89  
06/97  
03/07  
11/14/07  
01/12  
06/26/2024

**Policy Reference Disclaimers**

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

**State**

Ed. Code 35204

Ed. Code 35205

Ed. Code 37200

**Description**

[Contract with attorney in private practice](#)

[Contract for legal services](#)

[School calendar](#)

Gov. Code 3140-3142  
Gov. Code 3540-3549.3  
Gov. Code 3543.5-3543.6  
Gov. Code 3548.3548.8

**Management Resources**

Public Employment Relations Board Decision

Public Employment Relations Board Decision

Website  
Website  
Website  
Website

[Public Employee Health Protection Act](#)  
[Educational Employment Relations Act](#)  
[Unfair labor practices](#)  
[Impasse procedures](#)

**Description**

Fresno Unified School District, 1982, PERB Dec. No. 208, 6 PERC 13110

Konocti Unified School District, 1982, PERB Dec. No. 217, 6 PERC 13152

[CSBA District and County Office of Education Legal Services](#)  
[State Mediation and Conciliation Service \(SMCS\)](#)  
[California Public Employment Relations Board](#)  
[CSBA](#)

**Cross References**

**Code**

0400  
0450  
0450  
1100  
1112  
1400

1700  
3512  
3512-E(1)

3541  
3550  
3550  
4113  
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4118  
4118  
4121  
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4141  
4143  
4143.1  
4143.1  
4154  
4154  
4161.1  
4161.2  
4218  
4218  
4241  
4243  
4243.1  
4243.1  
4254  
4254  
4261.1  
4261.2  
4354

**Description**

[Comprehensive Plans](#)  
[Comprehensive Safety Plan](#)  
[Comprehensive Safety Plan](#)  
[Communication With The Public](#)  
[Media Relations](#)  
[Relations Between Other Governmental Agencies And The Schools](#)

[Relations Between Private Industry And The Schools](#)  
[Equipment](#)  
[Equipment](#)

[Transportation Routes And Services](#)  
[Food Service/Child Nutrition Program](#)  
[Food Service/Child Nutrition Program](#)  
[Assignment](#)  
[Assignment](#)

[Dismissal/Suspension/Disciplinary Action](#)  
[Dismissal/Suspension/Disciplinary Action](#)  
[Temporary/Substitute Personnel](#)  
[Temporary/Substitute Personnel](#)

[Collective Bargaining Agreement](#)  
[Negotiations/Consultation](#)

[Public Notice - Personnel Negotiations](#)  
[Public Notice - Personnel Negotiations](#)  
[Health And Welfare Benefits](#)  
[Health And Welfare Benefits](#)

[Personal Illness/Injury Leave](#)  
[Personal Leaves](#)

[Dismissal/Suspension/Disciplinary Action](#)  
[Dismissal/Suspension/Disciplinary Action](#)  
[Collective Bargaining Agreement](#)

[Negotiations/Consultation](#)  
[Public Notice - Personnel Negotiations](#)  
[Public Notice - Personnel Negotiations](#)

[Health And Welfare Benefits](#)  
[Health And Welfare Benefits](#)  
[Personal Illness/Injury Leave](#)  
[Personal Leaves](#)

[Health And Welfare Benefits](#)

4354	<a href="#">Health And Welfare Benefits</a>
4361.1	<a href="#">Personal Illness/Injury Leave</a>
4361.2	<a href="#">Personal Leaves</a>
6111	<a href="#">School Calendar</a>
6144	<a href="#">Controversial Issues</a>
6145	<a href="#">Extracurricular And Cocurricular Activities</a>
6145	<a href="#">Extracurricular And Cocurricular Activities</a>
9000	<a href="#">Role Of The Board</a>
9320	<a href="#">Meetings And Notices</a>