

**District Policy Manual
Natomas Unified School District**

Policy 4141.6 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)

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3550
3550
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[Relations Between Private Industry And The Schools](#)
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