



# DENMARK TECHNICAL COLLEGE

## AREA COMMISSION POLICY # 01.30.01.03 (2020) LABOR RELATIONS

**Policy Title:** Labor Relations

**Policy Type:** Area Commission

**Policy Number:** AC Policy #01.30.01.03 (2020)

**Legal Authority:** Sections 8-13-100 et. seq., 59-53-20, 59-53-50, 59-53-51, and 59-53-52 of the 1976 Code of Laws of South Carolina, As Amended

**State Board Policy:** 8-0-100

**Approval Date:** May 27, 2020

**Responsible Office:** Office of Human Resources

**Responsible Executive:** AVP for Institutional Advancement and Effectiveness and CHRO

**Applies to:** College Community

### POLICY STATEMENT

The Denmark Technical College Area Commission is authorized to manage and control Denmark Technical College. The Denmark Technical College Area Commission does not have the legal right to delegate their decision-making functions to any individual or group. Although the Denmark Technical College Area Commission is interested in considering all points of view before action on important matters, they specifically reserve their exclusive statutory rights and obligations to make decisions affecting Denmark Technical College.

Where there are conflicts or inconsistencies between this policy and the Ethics Act of 1991, the provisions of the Ethics Act will take precedence.

### TABLE OF CONTENTS

### PAGE NUMBER

Policy Statement .....	1
Procedures .....	2
Contacts .....	2
Publication .....	2-3

Review Schedule.....	3
Related Documents .....	3
Forms.....	3

**PROCEDURES**

Each employee is expected to adhere to all State laws and policies which govern employment with Denmark Technical College. Some of the more important laws and policies governing the relationship between Denmark Technical College and its employees are summarized below:

1. Officials of the College cannot recognize any labor organization as the bargaining agent for public employees at any level.
2. Officials of the College cannot enter into collective bargaining contracts, memoranda of understanding, or any other type of agreement with a labor organization with respect to rates of pay, wages, hours of employment, or other conditions of employment.
3. Employees of Denmark Technical College cannot promote, encourage, or participate in a strike against the College or the South Carolina Technical College System. A "strike" as used herein means the failure to report to duty, willful absence from one's position, a stoppage or deliberate slow-down of work, or withholding in whole or in part the full and faithful performance of duties of employment for the purpose of inducing, influencing or coercing a change in wages, hours, or other terms and conditions of employment.
4. It is the policy of the Denmark Technical College Area Commission to encourage all of its employees to pursue their individual remedies through the College and State Employee Grievance Procedure.
5. Where there are conflicts or inconsistencies between this procedure and the Ethics Act of 1991, the provisions of the Ethics Act will take precedence.

**CONTACT(S)**

The President officially interprets this policy and is responsible for matters pertaining to this policy as it relates to Denmark Technical College.

**PUBLICATION**

The policy will be widely distributed to the College community. To ensure timely publication and distribution thereof, the AVP for Institutional Advancement and Effectiveness and CHRO will make every effort to:

- Communicate the policy in writing, electronically, or otherwise to the College community, including current and prospective students within fourteen (14) days of approval;
- Submit this policy for inclusion in the Policy Library within fourteen (14) days of

approval;

- Post the policy on the College's webpage and all other related webpages, in the student handbook, and in the College catalog; and
- Educate and train all stakeholders and appropriate audiences on the policy's content as necessary.

## **REVIEW SCHEDULE**

- Next Scheduled Review: May 27, 2022
- Approved by Area Commissioners: May 27, 2022
- Revision History: None
- Supersedes: N/A

## **RELATED DOCUMENTS**

*There are no related documents associated with this policy.*

## **FORMS**

*There are no forms associated with this policy.*