

PROCEDURE

Number: 3.5.3.1
Related Policy: 3.5.3
Title: Labor Relations
Authority: Title 59, Chapter 53, Sections 810-860 of the
1976 Code of Laws of South Carolina, as Amended
Responsibility: Vice President, Human Resources and Employee Relations

Date Approved: 04-08-1993
Last Cabinet Review: 06-09-2017
Last Revision: 06-09-2017

Chairperson

DISCLAIMER

PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY.

Each employee is expected to adhere to all State laws and policies that govern employment with Horry-Georgetown Technical College. Some of the more important laws and policies governing the relationship between Horry-Georgetown 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, memorandums 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 the College cannot promote, encourage, or participate in a strike against the College. 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 or 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 Horry-Georgetown Technical College to encourage all its employees to pursue their individual remedies through the 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.