



RUTGERS POLICY

Section: 60.9.26

Section Title: Legacy UMDNJ policies associated with Human Resources

Policy Name: Job Actions

Formerly Book: 30-01-50-30:00

Approval Authority: Senior Vice President for Administration

Responsible Executive: Senior Vice President for Administration

Responsible Office: University Human Resources

Originally Issued: 7/1/90

Revisions: 3/4/2010; 7/1/2013; 10/10/2013 (Updated title)

Errors or changes? Contact: policies@hr.rutgers.edu

1. **Policy Statement**
The policy covers Rutgers University employees who are employed within legacy UMDNJ positions.
2. **Reason for the Policy**
To set policy determining the handling of group actions, work slowdowns, and walkouts by employees (non-faculty) in legacy UMDNJ positions.
3. **Who Should Read This Policy**
All Rutgers employees who are employed in legacy UMDNJ positions.
4. **Related Documents**
N/A
5. **Contacts**
University Human Resources: 848-932-3020
6. **The Policy**

60.9.26 JOB ACTIONS

I. DEFINITION:

Job actions are defined as work slowdowns, walkouts, sickouts and illegal demonstrations.

POLICY:

1. A staff member walking off his/her job without appropriate authorization from a supervisor shall be paid only for hours worked and shall be subject to appropriate disciplinary action. Staff members who participate in a job action may be subject to appropriate disciplinary action.

2. Appropriate disciplinary action up to and including termination may be taken after consulting with Labor Relations.
3. In the event of a sickout, a physician's note may be required by the University as well as an examination by a University identified physician.