

Sixth District Department of Correctional Services POLICY		Issue Date 01/31/92	Effective Date 02/26/16	Policy Number 114-16
Subject <b>OFFENDER EMPLOYMENT AND LABOR CONFLICTS</b>		Review Month September	Author 0733 (KPO)	
Rescinds 114-92	References			

**POLICY:**

The following procedures clarify the Department's position regarding offender employment at sites where an organized labor dispute exists. The policy is guided by current law and the principle that the Department's major concern is the benefit of offenders.

**PROCEDURE:**

1. Department staff do not participate in any informal or organized recruitment of replacement workers for employers when an organized labor conflict is occurring.
2. Department staff do not provide transportation to or from work for offenders employed at a site of a labor dispute.
3. The Department does not prohibit offenders from employment at sites of a labor dispute except where programming reasons exist related to the nature of the work, the nature of the labor conflict, and the possible behavior of the offender. Department staff advise the offender of issues and factors to be considered when employed or seeking employment at a site where a labor conflict exists. The offender is informed that the employment may be of a temporary nature, that labor conflicts create significant strife that may result in actions against the offender that are contrary to their personal well-being as well as future employment.
4. Offenders are not disciplined for participating in an organized strike, for refusal to work at a site where an organized strike is occurring, or for accepting work at a site where an organized strike is occurring.

BY ORDER OF:

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Bruce Vander Sanden, Director