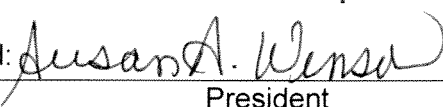
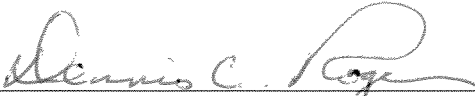


**AIKEN TECHNICAL COLLEGE
PROCEDURE**

Procedure Title:	LABOR RELATIONS	Procedure Number:	1-3-104.1
Institutional Authority:	President		
Associated SBTCE Policy/Procedure:	8-0-100.1		
Governing ATC Policy:	1-3-104		

Approved:  
President Vice President of Administrative Services

Date
Adopted: 02/11/2008
Date
Revised:

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 which govern employment at Aiken Technical College. Some of the more important laws and policies governing the relationship between the Aiken Technical College and its employees are summarized below:

1. Officials of Aiken Technical College cannot recognize any labor organization as the bargaining agent for public employees at any level.
2. Officials of Aiken Technical 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 Aiken Technical College cannot promote, encourage, or participate in a strike against the institution. 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 Aiken Technical College to encourage all of its employees to pursue their individual remedies through the agency 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.

Procedure Review		
Review Date	Reviewed By	Date Completed
02/11/2013		