I. Policy

A. This document sets forth the University of South Carolina policy on labor relations and the relationship between the University and its employees, pursuant to South Carolina State law regarding labor and employment.

B. Employees of the University of South Carolina, including temporary and student employees, are subject to South Carolina State law governing employment.

C. Officials of the University of South Carolina may not enter into collective bargaining agreements or contracts, memoranda of understanding or any other type of agreement with a labor organization or representative of such organization with respect to rates of pay, wages, hours of employment, personnel policies or other conditions of employment.

D. Employees of the University of South Carolina, including temporary and student employees, may not promote, encourage or participate in a work stoppage, slowdown or
strike or the withholding in whole or in part the full and faithful performance of duties of employment for any purpose. University employees who violate this policy will be subject to disciplinary action including dismissal. (See University Policy HR 1.39 Disciplinary Action and Termination for Cause.)

E. The State Employee Grievance Procedure Act of 1982 and the Faculty Manual permit faculty and staff employees timely and impartial consideration of individual grievances (see University Policy HR 1.39 Disciplinary Action and Termination for Cause). Temporary and probationary employees do not have grievance rights and serve at the pleasure of the University. Student employees may address non-academic grievances through the Student Grievance policy.

II. Reason for Revision

This policy revision updates the disclaimer language as recommended by South Carolina Division of State Human Resources.