

CHAPTER 4
SLOWDOWN
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CHAPTER 4

SLOWDOWN

1. DEFINITION. A “slowdown” is an intentional temporary decrease by employees in fulfillment of the functions charged to the California Highway Patrol to effect a change in the terms and conditions of employment. This action may involve all or a significant segment of the employees of the Department.

2. COMMANDER’S APPRAISAL. When a slowdown action is suspected, the commander shall personally inquire and make an appraisal of the situation.
 - a. Commander’s Response. If it is suspected an anticipated or actual slowdown effort exists, the commander shall:
 - (1) Notification. Notify Division, who will notify the appropriate Assistant Commissioner and the Office of Employee Relations.
 - (2) Discussion. Call on-duty personnel into the office for a meeting. The discussion should be held in a positive and noncritical environment wherein the commander listens and attempts to gain full participation of employees in relating their issues. After letting them discuss and air their grievances or issues, the commander should attempt to reinforce positive reasons why the employees should again perform their full duties. Generally, reason and good judgment will prevail, and employees will respond.

 - b. Supervisory Interrogations. If the positive approach fails, each employee suspected of a slowdown shall be interrogated by a supervisor following the procedures described in Highway Patrol Manual 10.2, Internal Investigations Manual, Chapter 6, Interview and Interrogation. The employee’s comments relative to reasons for any admitted slowdown or excuses for lack of activity should be recorded in a question and answer form on tape, and summarized in a memorandum. The employee shall then be ordered, both verbally and formally, by means of a directive CHP 51, Memorandum, or CHP 2, Incident Report, to resume their full duty. The employee shall be required to acknowledge they understand the instructions provided.

 - c. Supervisory Follow-Up. Regularly scheduled supervisory checks, coupled with interrogations, submission of memorandums, and recordation of comments should establish the circumstantial evidence of a concerted slowdown in a reasonably short period of time. If the slowdown is of sufficient duration to allow documentation of substantive evidence to circumstantially establish the slowdown effort, Division shall also report to the appropriate Assistant Commissioner. After consultation with

California Department of Human Resources, the action to be taken will be relayed through channels.