



CALIFORNIA HIGHWAY PATROL

HPM 10.8

JOB ACTION CONTINGENCY PLANNING MANUAL



DEPARTMENT OF CALIFORNIA HIGHWAY PATROL

JOB ACTION CONTINGENCY PLANNING MANUAL

THIS PUBLICATION MAY BE PURCHASED FROM
THE CALIFORNIA HIGHWAY PATROL.

REVISED MARCH 2019

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HPM 10.8

FOREWORD

The purpose of this manual is to assist Management Team personnel (designated managers, supervisors, and confidential employees) of the California Highway Patrol in dealing with internal labor strife situations.

The objective is to ensure prompt and effective response by Management Team personnel of the California Highway Patrol to internal job actions.

It is recognized that a job action may involve all or part of our employees. To this end, commanders must assume that any type of job action will involve either a single group of employees (e.g., uniformed, a combination of uniformed and nonuniformed employees, etc.), or all represented employees of the Department.

While the adverse action process is provided in Highway Patrol Manual 10.2, Internal Investigations Manual, it should not be implemented in job action situations without the concurrence of the appropriate Commissioners.

Government Code and Penal Code Sections, as well as California Department of Human Resources and State Personnel Board Rules, which are referenced in this manual, are included in Chapter 7, Job Action Contingency Planning, Annex A, of this manual.

Any questions regarding the contents of this manual should be directed to the Office of Employee Relations.

OFFICE OF THE COMMISSIONER

OPI: 007

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