
Policy Number: 103.050
Title: Contingency/Strike Plan
Effective Date: 5/7/19

PURPOSE: To ensure continued delivery of services in the event of an employee strike or other interruption in services.

APPLICABILITY: All appointing authorities

PROCEDURES:

- A. Each appointing authority (AA) must establish a contingency plan that provides for the uninterrupted performance of essential duties and responsibilities of essential employees in the event of an employee strike or other interruption in services.
- B. The AA must update the contingency/strike plan prior to the start of the biennial state labor negotiations.
- C. The AA must submit the contingency/strike plan biennially to the department's human resources office.
- D. Each AA must ensure familiarity with the contingency/strike plan and designate specific employees responsible for implementing the contingency/strike plan.
- E. The designated human resources staff at central office and each facility maintain the contingency/strike plan.

INTERNAL CONTROLS:

- A. The strike plan is reviewed and updated on a biennial basis.
- B. The contingency/strike plan is retained by human resources staff at central office and each facility.

ACA STANDARDS: 4-4223

REFERENCES: [Minn. Stat. § 241.01, subd. 3a](#)

REPLACES: Policy 103.050, "Contingency/Strike Plan," 6/19/18.
All facility policies, memos, or other communications whether verbal, written, or transmitted by electronic means regarding this topic.

ATTACHMENTS: None

APPROVALS:

Deputy Commissioner, Community Services
Deputy Commissioner, Facility Services
Assistant Commissioner, Operations Support

Assistant Commissioner, Facility Services