

Section XIV. CONSTRUCTION

This Resolution shall be administered and construed as follows:

- A. Nothing in this Resolution shall be construed to deny any person, employee, organization, the County, or any authorized officer, body or other representative of the County, the rights, powers and authority granted by federal or state law (or County Resolution provisions).
- B. This Resolution shall be interpreted so as to carry out its purposes as set forth in Section I.
- C. ~~Nothing in this Resolution shall be construed as making the provision of California Labor Code, Section 923, applicable to County employees or employee organizations, or of giving employees or employee organizations the right to participate in, support, cooperate or encourage, directly or indirectly, any strike, sickout or other total or partial stoppage or slowdown of work. In the event employees engage in such actions, they shall subject themselves to discipline, up to and including termination, and may be deemed to have abandoned their employment. Furthermore, employee organizations may thereby forfeit all rights accorded them under this Resolution and other County law for a period of up to one (1) year from commencement of such activity. Consistent with the Meyers-Milias Brown Act, strikes by public employees are statutorily protected, except as limited by controlling precedent. All strikes by public employees that create a substantial and imminent threat to the health or safety of the public are prohibited as provided by law. Violation of this provision by an employee may be cause for disciplinary action.~~

Amended: 08/27/2024; RES 24-157