THE UNIVERSITY OF MICHIGAN

STANDARD PRACTICE GUIDE

SECTION:	Personnel	**Number:**	201.71
		Revised:	7/01/05
SUBJECT:	Withholding of Services	**Date Issued:**	
		Attachment(s)	0

APPLIES TO: All employees

ISSUED BY: The Office of the Vice President for Academic Affairs and the Personnel Office

I. Policy

The University cannot make payments of wages and salaries to individuals who choose to withhold the services for which they are employed. In the event of a strike, it is possible that some individuals will decide to withhold all or part of their service; in which case the following general rules will apply:

A. Any staff member who participates in such a strike by withholding his services has an affirmative obligation to communicate this to the supervisor of his administrative unit. The supervisor will then inform the staff member that his salary will be discontinued until such time as the staff member returns to work.

B. Allegations that a staff member has withheld his services during a strike will be referred to the unit supervisor for appropriate action. In the event that the supervisor of a given administrative unit finds that a staff member has withheld his services because the staff member is engaged in a strike, the supervisor shall promptly contact the staff member and inform him that his salary is being discontinued until such time as the staff member returns to work.

C. An employee whose salary is discontinued under these rules may appeal this determination through the Complaint Procedure, Standard Practice Guide 201.8.

An instructional staff member whose salary is discontinued under these rules may appeal the determination through the grievance procedure applicable to the staff member's school or college and subject to the rules governing appeals thereto to the Senate Advisory Review Committee. Note: Approved by the Board of Regents for instructional staff, November 20, 1970.