

ARTICLE XX.
NON-RETALIATION

Section A. The University shall not discriminate, retaliate or subject an employee to adverse action in the workplace against any Employee because of the lawful exercise of their rights under the National Labor Relations Act nor shall the University restrain or coerce any Employee in the lawful exercise of their rights under Section 7 of the National Labor Relations Act. These rights shall include but are not limited to filing or otherwise pursuing a grievance or complaint or exercising a right under this Agreement.

Section B Employees who allege experiencing retaliation for union-related activity are able to pursue grievance procedures outlined in Article XX (Grievance and Arbitration) claiming a violation of this Article. In interpreting Employee rights under this Article, arbitrators shall be guided by the case law developed by the National Labor Relations Board.