

ARTICLE XX
NO STRIKE/NO LOCKOUT

Section A. During the term of this Agreement or any extension thereof the Union, its representatives, agents, and members will not cause, assist, encourage, participate in, condone, ratify, or sanction any strike, sympathy strike, work stoppage, sit-down, slow-down, curtailment of work, or withholding or delaying of any grades, academic evaluations, or other documents, insofar as these actions would affect the University, nor shall any bargaining unit member engage in such conduct.

Section B. The Union shall act promptly to prevent and bring about an end to activity in violation of this Article. Actions shall include, but not be limited to, advising employees through direct contact, written and/or electronic notice that engaging in prohibited activity may lead to disciplinary action, and stating that individuals so engaged must cease such activity and return to work. Copies of such notice shall be provided to the University. Such distribution shall be made within twenty-four (24) hours of notice to the Union from the University that there has been a violation of this Article.

Section C Any bargaining unit member engaging in any conduct prohibited by this Article is subject to immediate disciplinary action including discharge.

Section D During the term of this Agreement, or any extension thereof, the University agrees that it will not lock out any of the unit members covered by this Agreement.

Section E Nothing in this Article shall preclude or otherwise penalize an Employee for engaging in activity that supports other unions on campus (such as walking a picket line in support of another union), provided that they adhere to University rules and policies on such activity and provided further that they do not otherwise violate this Article by engaging in conduct prohibited by Section A.