

1 **ARTICLE 6 – NO STRIKE OR LOCKOUTS**

2  
3 Section 1

4 The University agrees that during the term of this Agreement, it shall not cause or permit any lockout of  
5 employees from their work. In the event that an employee is unable to perform their assigned duties  
6 because equipment or facilities are not available due to a strike, work stoppage, or slowdown by any  
7 other employees, such inability to provide work shall not be deemed a lockout and Graduate  
8 Employees shall not suffer any subsequent loss of pay or benefits. In the event of a strike by other  
9 employees of the University, no Graduate Employee will be required to perform work that was  
10 previously performed by a striking employee.

11  
12 Section 2

13 The Union, on its own behalf and the behalf of its officers, agents, members, and bargaining unit  
14 employees, agrees that during the term of this Agreement, it shall not engage in strikes. neither engage  
15 in, encourage, cause nor sanction the members of the bargaining unit to strike, honor another union's  
16 picket lines, or engage in unconventional strikes not protected for private sector employees under the  
17 National Labor Relations Act, effective in 1995. These unconventional strikes include sit-down,  
18 slowdown, rolling or intermittent or on-and-off again strikes. For the purposes of this Article, a strike  
19 includes picketing other than informational picketing consistent with the University's Time, Manner, and  
20 Place Rules for Speech Activities, walkout, refusal to work, mass absenteeism, slow down of any kind,  
21 any other stoppage or interruption of work, whether done in concert or singly. Employees engaging in  
22 such strikes, unconventional strikes or work stoppages or who honor another union's picket line may be  
23 subject to disciplinary action up to and including dismissal subject to the provisions of Article 17 –  
24 Discipline and Discharge.

25  
26 Section 3

27 Upon notification by the University to the Union that certain bargaining unit employees covered by this  
28 Agreement are engaging in strikes or other work stoppage activities in violation of this Article, the Union  
29 shall advise such striking employees, in writing with a copy to the University, to return to work  
30 immediately. Nothing in this article shall prevent a graduate employee from expressing their views in  
31 their capacity as a graduate student or in activity outside of working hours.