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ARTICLE 50: NO STRIKE/LOCKOUT

50.1.

The Employer and the Union acknowledge that this Agreement provides, through the grievance procedure and through other administrative remedies, for an orderly settlement of grievances or disputes which may arise between the parties. Accordingly, the parties agree that the public interest requires the uninterrupted performance of all University services and to this end pledge to prevent or eliminate any conduct contrary to that objective. Therefore, during the life of the Agreement the Employer shall not lockout any of the employees as a result of a labor dispute or grievance or disputes on personnel matters nor shall the Union condone or authorize a work stoppage, work slowdown, or any other curtailment of work in the bargaining units.

50.2.

Should the employees engage in any unauthorized concerted action, the Joint Union/Management Committee shall immediately convene and shall continue to meet until the dispute is settled, and the employees involved shall immediately return to work and continue working. Any employee who refuses to perform their work may be subject to disciplinary action.

50.3.

There will be no strike or lockout regarding any matters pertaining to the contents of this Agreement.

50.4.

Any action of the Employer in closing the University during a general strike, riot, or civil disturbance for the protection of the institution, its property, or its employees shall not be deemed a lockout.

50.5.

Any action of an employee in refusing to cross, for their own personal safety, a picket line at the Employer’s premises in case of an officially declared strike by some other employee organization or union representing employees working for the Employer shall not constitute a violation of this clause of the Agreement, provided, however, that such a decision shall be made freely by the employee without coercion by either the Employer or the Union and provided further that nothing herein shall preclude the Employer from continuing to operate the University with or without temporary replacement personnel.

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Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/16/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date: 9/16/2026