

ARTICLE XX. NO STRIKE/NO LOCKOUT
HAW-UAW Counter Proposal December 8, 2025

ARTICLE XX
NO STRIKE/NO LOCKOUT

Section A. The Corporation 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 University community 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 Corporation shall not lock out any of the Employees as a result of a labor dispute or grievance or disputes on personnel matters.

~~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 Corporation.

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

Section C. Should Union members engage in any unauthorized concerted action, then once the Union members have returned to work and continue working, a Joint Union/Management Committee shall immediately meet in a good faith effort to resolve the dispute.

~~In the event that any bargaining unit member(s) violates the provisions of Section A, the Union shall immediately inform such unit member(s) through all reasonable means that such action is prohibited under this Agreement and that such unit member(s) should cease such action and return to full, normal, and timely work. The Union shall also distribute to the unit member(s) and the University a written notice, signed by an officer of the Union, that the work stoppage or other violation is not authorized by the Union. 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 D. It shall not be a violation of this Agreement and it shall not be a cause for discharge or disciplinary action if any Employee refuses to perform any service while some of the Corporation's employees are on strike.

~~**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.~~