Red text = New Union language
Underlined text = Language accepted from Corporation Proposal October 19th, 2026
This article is part of a package that includes:

1. Union Security (October 19th, 2026)
2. Management Rights (November 6th, 2026)
3. No Strike/No Lockout (November 6th, 2026)
4. Withdrawal of Academic Freedom
5. Withdrawal of Union Release Allocation

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, or condone, ~~ratify, or sanction~~ any strike, sympathy strike, work stoppage, ~~sit-down, slow-down, curtailment of work,~~ or withholding ~~or delaying~~ of any grades~~,~~ or 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 ~~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~~ may be subject to ~~immediate~~ disciplinary action in accordance with Article XX, Discipline and Discharge ~~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.~~

~~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.

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.