

**Article \_\_: No Strike/No Lockout**

**Section 1.** Neither the ~~Union~~ Association (on its own behalf and on behalf of its officers, agents, and members of the bargaining unit) nor any member of the bargaining unit shall cause, engage in, sanction, assist, or participate in any strike, slowdown, walkout, refusal to report to work, mass absenteeism, or other interruptions of work or picketing during the term of this Agreement or during negotiations for a successor Agreement.

Any member of the bargaining unit who violates any provision of this Section ~~shall may~~ be subject to disciplinary action. ~~including loss of pay, suspension, and discharge.~~ A grievance over such disciplinary action shall be limited to the question of whether the bargaining unit member violated any provision of this Section.

In the event of a violation of this Section, the ~~Association~~ Union upon request of Oregon Tech shall ~~immediately~~ use its best efforts to affect the return of the bargaining unit member(s) involved to their normal work routine. Nothing contained in this Section shall be construed to be a limitation of any right of Oregon Tech to any other remedies, legal or equitable, to which the University may be otherwise entitled.

If the parties do not reach agreement, the Association may exercise its right to utilize the dispute resolution procedures governing negotiations described in ORS 243.712 through ORS 243.726, including the right to strike.

**Section 2.** Oregon Tech ~~agrees that during the term of this Agreement, the University~~ Employer shall not cause or permit any lockout of ~~employees bargaining unit members~~ from their work during the term of this Agreement or through conclusion of the dispute resolution procedures outlined in ORS 243.712.

In the event ~~an employee~~ a bargaining unit member is unable to perform ~~his/her~~ their assigned duties because equipment or facilities are not available due to lawful or unlawful activities outlined in the first paragraph of Section 1, above, such inability to provide work shall not be deemed a lockout.

\*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of negotiations.