

ARTICLE MGT 101: NO STRIKE/NO LOCKOUT

Section 1. No Strike:

During the term of this Agreement, neither the Union nor the employees will instigate, cause, encourage, promote, sponsor, lend aid to, sanction or engage in any strike, walkout, or slowdown.

Section 2. Merits of Dispute:

If one or more employees or the Union engage in any of any of the activities prohibited in Section 1 above, RAICES shall not be required to bargain over or participate in the grievance and arbitration procedure regarding the merits of any dispute until such time as the activity has ceased.

Section 3. Union Notice:

If one or more employees engage in any of the activities prohibited in Section 1 above, the Union shall immediately upon learning of the occurrence instruct the involved employees by text message, e-mail, US mail, and by phone, with copies of letters and e-mails provided to RAICES, that they must cease the activity and return to regular working hours at once.

Section 4. Disciplinary Action:

RAICES shall have the right to discipline, up to and including discharge, any employee who violates Section 1 of this Article. The issue of whether an employee violated this Article may be grieved, and if necessary, arbitrated. The issue of whether the level of discipline imposed is consistent with “just cause” may not be grieved or arbitrated.

Section 5. No Lock Out:

RAICES will not lock out any employee during the term of this Agreement.