

ARTICLE EIGHT – NO STRIKE/NO LOCK-OUT

- 8.1 It is agreed there shall be no strike, walkout, refusal to report for work, or other interruption of work by the Union, or any employee during the period of the Agreement. It is agreed there shall be no lock-outs by the College during the period of this Agreement.
- 8.2 In the event that in violation of the provisions of the preceding paragraph a strike, walkout, refusal to report for work, or other interruption of work shall occur, the Union shall not be subject to liability for such violation provided that the Union, immediately after knowledge of, or should reasonably have received knowledge of, such violation, shall: (1) publicly declare such action a violation of the Agreement, and (2) in utmost good faith shall use its best efforts to terminate such violation; it being further agreed that any employee participating in such violation shall in the discretion of the College be subject to immediate discharge or other such disciplinary action without recourse to the grievance procedure.
- 8.3 A strike, walkout, refusal to report for work, or other interruption of work as used in this section applies only to violations arising out of, or related to, any labor dispute.
- 8.4 Interim Bargaining. If negotiations occur on any provision of this Agreement prior to the start of the regular bargaining process, sections 8.1 and 8.2 shall be waived during the term of said negotiations.
- 8.5 Strikes at Other Institutions. Represented classified employees who perform bargaining unit work for Lane Community College within or through the facilities of other institutions will not be expected to cross picket lines or perform work through or at these institutions if there is a strike as a result of a labor dispute between the management of such institutions and their represented employees. Classified employees who are unable to perform their bargaining unit work as a result of conditions described above will be provided alternate meaningful work, with no loss of compensation, for the duration of such conditions.