

## Article 20 - No-Strike Clause

20.1 It is expressly agreed by both parties that there will be no strike, work stoppage, slow down, job action, picketing, or refusal or failure to perform fully and faithfully all job functions and responsibilities, nor will there be any concerted action or other interference with the operations of the District, by the Association or by its officers, agents, or members during the term of this Agreement, including compliance with the request of other union organizations to engage in such activity.

Upon exhaustion of all available impasse procedures for issues relative to any reopener under this agreement, the parties agree that this article shall be null and void until such time as a negotiated and ratified agreement regarding such reopener is reached.

20.2 The Association recognizes the duty and obligation of its representatives to comply with the provisions of this Agreement and to make every effort toward inducing all employees to do so. In the event of a strike, work stoppage, slow down, concerted action, or other interference with the operations of the District by employees who are represented by the Association, the Association agrees in good faith to take all necessary steps to cause those employees to cease such action.

20.3 It is understood by the parties that any bargaining unit member violating this Section may be subject to discipline, including termination, by the Board of Education.

20.4 It is also understood by the parties that in the event this Section is violated, this Agreement shall be breached and the Board of Education may elect to withdraw any rights, privileges, or services provided herein from any bargaining unit members.

20.5 This No-Strike Section of the Agreement shall not be enforced through the Grievance Procedure included in this Agreement.