UNITED ACADEMICS PROPOSAL

ARTICLE 36

NO STRIKE, NO LOCKOUT

Section 1. The Union, on behalf of its officers, agents, affiliates, and members, agrees not to engage in a strike, slowdown, walkout, refusal to report to work, mass absenteeism, or other interruptions of work during the term of the Agreement or during the negotiations for a successor Agreement.

Section 2. In the event of a strike by other employees of the University of Oregon, the University Administration will consult with bargaining unit members about how work which was previously performed by a striking employee will be covered. Bargaining unit members will not unreasonably refuse to perform such work. Bargaining unit members have the right to refuse to perform such work on the grounds of a sincerely held ethical belief.

Section 3. The University Administration agrees not to lockout members of the unit during the term of the Agreement or during negotiations for a successor Agreement.