



UNITED ACADEMICS PROPOSAL

ARTICLE 36 STRIKE, 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 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.