

## ARTICLE 24: CONCERTED ACTIVITIES

- 24.1 It is agreed and understood by the District and CSEA that:
- 24.1.1 There will be no strike, work stoppage, slowdown, sick-in, sit-in, picketing or other concerted actions by bargaining unit members.
  - 24.1.2 There will be no refusal or failure to fully and faithfully perform job functions and responsibilities nor any other interference with operations of the District by CSEA, its officers, agents or bargaining unit members during the term of this Agreement.
  - 24.1.3 There will be no compliance by CSEA and the bargaining unit members with any request of other labor organizations to engage in any type of concerted action specified in this Article.
  - 24.1.4 The District will not engage in a lockout of bargaining unit members.
- 24.2 CSEA recognizes the duty and obligation of its officers and representatives to comply with the provisions of this Agreement and to make every effort toward inducing all bargaining unit members to do so.
- 24.2.1 In the event of a strike, work stoppage, slowdown, or other interference with the operations of the District by bargaining unit members who are represented by CSEA, CSEA agrees in good faith to take all necessary steps to cause those employees to cease such action.
- 24.3 It is agreed and understood by the District and CSEA that in the event the provisions of this Article are violated, the District shall be entitled to withdraw any rights, privileges, services, benefits or wages provided for in this Agreement from any unit members and/or CSEA.
- 24.3.1 It is agreed and understood that any bargaining unit member violating this Article may be subject to disciplinary action up to and including termination.
- 24.4 It is clearly understood that bargaining unit members and CSEA representatives, local or state, who instigate or promote any violation of the provisions of this Article, will be liable for punitive damages as determined by a court of competent jurisdiction.