

**ARTICLE 23**  
**CONCERTED ACTIVITIES**

- 23.1 It is agreed and understood that there will be no strike, work stoppage, refusal or failure to fully and faithfully perform job functions and responsibilities or other interference with the operation of the District by the Union and/or its officers, agents, or members, during the term of this Contract.
- 23.2 The Union recognizes the duty and obligation of its representatives to comply with the provisions of this Contract and to make every reasonable effort toward inducing all employees to do so. In the event of a strike or other interference with the operations of the District by employees who are represented by the Union, the Union agrees in good faith to take all reasonable steps to cause those employees to cease such action.
- 23.3 It is agreed and understood that any employee violating this Article may be subject to disciplinary action.
- 23.4 During the term of this Contract, the District agrees that it will not lock out workers and the Union agrees that it will not engage in any concerted work stoppage. A violation of this Article will result in cessation of Union dues, service fees, and charitable contribution deductions by the District, and the employee rights to any negotiated benefits. Refusal of employees to cross a primary picket line shall not be cause for discipline nor construed as a violation of this contract agreement.