

1 **TENTATIVE AGREEMENT**
2 **July 27, 2019**


4 **No Strike, No Lockout**

6 **Section 1.** Neither United Academics, nor any bargaining unit member will engage in a strike, work
7 stoppage, slowdown or sympathy strike during the term of this Agreement. No officer or representative
8 of United Academics shall authorize, instigate, aid, or condone any such activities by bargaining unit
9 members.

10 United Academics further agrees that it will take reasonable steps to induce employees engaged in a strike
11 or work stoppage in violation of the terms of this Agreement to return to work. Reasonable steps include
12 United Academics, through its President, disavowing in writing any such action or interference and
13 advising in writing that bargaining unit members engaged in such activity return to work and immediately
14 cease the violation. Bargaining unit members who violate this Article may be subject to disciplinary action
15 under the terms of this Agreement.

16 **Section 2.** The Employer agrees not to institute a lockout during the term of this Agreement.

17 **Section 3.** This Article shall not be construed as requiring the university to stay in continuous operation.

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21 Dave Cecil, United Academics

 7/27/2019

Heather Horn, Employer