

1 **ARTICLE 11: CONCERTED ACTIVITIES**

2 It is agreed and understood that there will be no unauthorized leaves in the form of a
3 strike, work stoppage, slow-down, picketing or refusal or failure to fully and faithfully
4 perform job functions and responsibilities, or other interference with the operations of
5 the District by CSEA or by its officers, agents, or members including compliance with
6 the request of other labor organizations to engage in such forms of unauthorized leaves:

7 11.1 CSEA recognizes the duty and obligation of its representatives to comply with the
8 provisions of this Agreement and to make every effort toward inducing all unit
9 employees to do so. In the event of an unauthorized leave in the form of a strike,
10 work stoppage, slow-down, or other interference with the operations of the
11 District by unit employees who are represented by CSEA, CSEA agrees in good
12 faith to take all necessary steps to cause those employees to cease such
13 unauthorized leaves.

14 11.2 It is agreed and understood that any unit employee violating this Article may be
15 subject to appropriate disciplinary action including but not limited to suspension,
16 demotion, or termination.

17 11.3 It is understood that in the event this Article is violated, the District shall be
18 entitled to withdraw any right, privileges, or services provided for in this
19 Agreement from any unit employee who violates this Article and/or CSEA if it
20 violates this Article.

21 11.4 In the event of any concerted activities such as a strike, work stoppage, slow-
22 down or picketing by any other employees or employee organizations in the
23 District, the District and CSEA agree that the unit employees covered by this
24 Agreement shall be allowed to render services to the District for the duration of
25 the concerted activities.