

**ARTICLE XVIII  
CONCERTED ACTIVITIES**

It is agreed and understood that there will be no strike, work stoppage, slowdown, lock-out or other concerted activities, or refusal or failure to perform job functions and responsibilities or direct interference with the operations of the District by the Association or by its officers, agents or members during the term of this Agreement, including Association compliance with requests by other labor organizations to engage in such activities.

The District will not authorize or permit any lock-out of members of the unit during the term of this Agreement.

The Association recognizes the duties and obligations of its representatives to comply with the provisions of this Agreement and to make every effort toward inducing all unit members to do so. In the event of a strike, work stoppage, slow-down or any other interference with District operation by unit members who are members of the Association, the Association agrees to take all necessary steps to cause those involved unit members to cease such action. It is agreed and understood that any unit member violating this Section may be subject to disciplinary action as described under Article IX of this Agreement.

It is understood and agreed in the event that this Section is violated that the District shall be entitled to withdraw any rights, privileges, services, wages or benefits provided for in the Agreement from any unit member and/or the Association. Furthermore, it is agreed and understood that the Association, District unit members or members, local or state, who encourage, instigate, or promote such violation, or fail to take all necessary steps to cease such action, will be liable for damages as determined by a court of competent jurisdiction.