

## No Strikes or Lockouts

**Section 1.** This agreement is a guaranty that for its duration there will be neither strikes, picketing nor lockouts, and that all complaints, grievances or disputes arising under its provisions will be settled pursuant to its grievance procedure. **Employees covered by this Agreement shall not be used to perform work which is normally performed by striking employees.** A strike includes any work stoppage, protest, sympathy strike, refusal to cross a picket line, or withholding of labor for any reason. For purposes of this article, picketing shall mean an activity in which a worker or group of workers protest outside a building with the intent of preventing other workers from going inside or coming outside.

**Section 2.** ORS 243.732 provides that public employees, other than those engaged in a non-prohibited strike, who refuse to cross a picket line shall be deemed to be engaged in a prohibited strike.

**Section 3.** If an employee encounters a labor dispute picket line that prevents them from entering an assigned work location, the employees shall immediately contact their supervisor. The supervisor will provide direction that ensures employee safety and the completion of the employee's City work.