California Academy of Sciences and

Cal Academy Workers United

Management's Counter-Proposal
February 18, 2025

NO STRIKE OR LOCKOUT

1. No Strikes. During the term of this Agreement, or during any extension or renewal thereof, neither the Union nor any individual employee or employees will authorize, initiate, sanction, cause or take part in any strike, sympathy strike, sit-down, slow-down, or any other work stoppage of any nature whatsoever. If any of these prohibited activities should occur, after written notice from the Company, the Union will in good faith promptly take all reasonable appropriate and necessary action to terminate such prohibited activities, and take any and all such action within its power to return the employees involved to their jobs. This provision is not intended to nor should it be construed as waiving any rights that individual employees possess under Section 7 of the National Labor Relations Act other than that stated above.

2. No Lockouts. During the term of this agreement or during any extension or renewal thereof, there shall be no lockouts by the Employer.

3. Violation of Prohibited Activities. Any employee engaging in any action prohibited by this Article may shall be subject to immediate discharge or other such discipline as the Company may assess, subject to grievance and arbitration, however such grievance and arbitration shall be limited to the question of whether the alleged conduct violated this Article, and whether the employee participated in the prohibited activity. Such discharge or discipline shall not be reviewable through the grievance or arbitration procedure except as to the question of fact whether such employee did in fact engage in conduct prohibited by this Article.