

TENTATIVE AGREEMENT

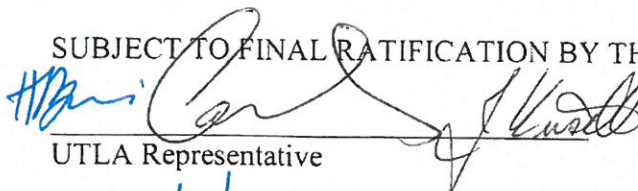
ECRA/UTLA

November 3, 2015

ARTICLE XI - WORK STOPPAGE

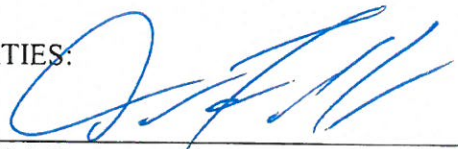
- 11.1 Apart from and in addition to existing legal restrictions upon and remedies for work stoppages, UTLA agrees to the following:
- a. Neither UTLA nor its officers or representatives or affiliates shall cause, encourage, condone or participate in any strike, slowdown or other work stoppage during the term of this Agreement. In the event of any actual or threatened strike, slowdown or other work stoppage, UTLA and its officers, representatives and affiliates will take all reasonable steps within their control to avert or end the same; and
 - b. Any employee engaging in any strike, slowdown, or other work stoppage during the term of this Agreement shall be subject to discipline or termination under applicable law.
- 11.2 Disputes arising under this Article are to be handled according to appropriate judicial proceedings rather than the grievance procedures of this Agreement.

SUBJECT TO FINAL RATIFICATION BY THE PARTIES:



UTLA Representative

Date: 11/3/15



ECRA Representative

Date: 11/3/15