



Article 10: No Strike Clause

Section 1. Prohibition of Strikes

No employee of the bargaining unit shall engage in a strike against the State of Michigan or any agency thereof. Any employee of the bargaining unit taking part in such strike shall be subject to discipline in accordance with the disciplinary procedures of this Agreement.

Section 2. Cooperation of Association

Upon receipt of notice from the Employer, the Association hereby agrees that they shall meet with the Employer in order to clarify the request of Management and take positive measures to prevent and/or terminate any such violation by an employee or group of employees.

Section 3. Presumption

For the purpose of this Article, any employees who are absent from work without permission, or who abstain wholly or in part from full performance of their duties in the normal manner on the date or dates when a strike occurs, and do not have advance approval for leave or produce evidence of illness for each day of absence, shall be presumed to have engaged in such strike on such date or dates.

Section 4. Definition of "Strike"

"Strike" means the concerted failure to report for duty, the willful absence from one's position, the stoppage of work, or the abstinence in whole or in part from the full, faithful and proper performance of duties or employment, for the purpose of inducing, or coercing a change in conditions of employment, compensation or the rights, privileges or obligations of employees.

Section 5. Grievance Limitation

Grievances arising from the provisions of this Article shall be limited only to the issue of whether or not the employee did in fact participate in the strike.

