

**TENTATIVE AGREEMENT # 14**

**Article XIV – NO STRIKE/NO LOCKOUT**


The Union and the employees in the bargaining unit, during the term of this Agreement, will not cause, approve, or engage in any strike, sympathy strike, work stoppage, work slowdown, boycott, or any other activity which interferes with the normal operation of the College.

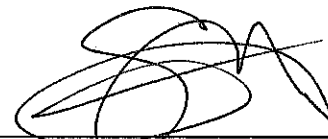
This includes actions by members that interfere with or disrupt the fulfillment of their duties as educators at the College such as withholding or delaying any grades, academic evaluations, or other required documents as a form of concerted activity (as defined by the National Labor Relations Act).

The College, during the term of this Agreement, agrees that there shall be no lockout of the employees covered by said Agreement.

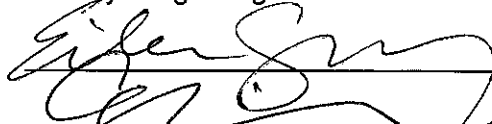
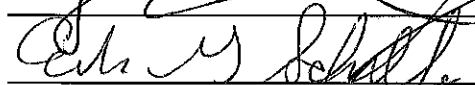

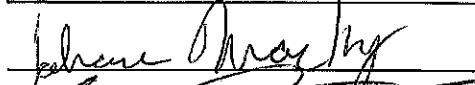


Should a work stoppage, strike, or any other activity occur as heretofore set in this Article, the Union will use every means at its disposal to end such activity and return the employees to their respective jobs.

Agreed to: March 8, 2024

  
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Robert F. Manfredo  
On behalf of Skidmore College

  
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Sean Collins  
On behalf of SEIU Local 200 United

Faculty Bargaining Committee:

  
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