

**ARTICLE 23 - ~~Strikes and Lockouts~~**

- ~~23.1 The Union and its bargaining unit members, as individuals or as a group, will not initiate, cause, participate, or join in any strike, work stoppage, slowdown, picketing, or any other restriction of work during the life and duration of this Agreement. Disciplinary action, including discharge, may be taken by the ESD against any employee or employees engaged in a violation of this Article.~~
- ~~23.2 In the event of a strike, work stoppage, slowdown, picketing, or other restriction of work in any form, either on the basis of individual choice or collective employee conduct during the life and duration of this Agreement, the Union will immediately, upon notification from the ESD, attempt to secure an immediate and orderly return to work.~~
- 23.3 There will be no lockout, ~~not to be construed as a layoff~~, of employees in the bargaining unit by the ESD as a consequence of any labor dispute arising during the term of this Agreement.