

Article 41– No Strike / No Lockout

- A. There shall be no strikes or lockouts during the term of this Agreement unless negotiated as part of individual articles of this agreement.
- B. The VFNHP will not call or sanction any strike, sympathy strike, slowdown, sickout, or other concerted stoppage of work, or engage in any picketing at any facility where the Hospital employees work during the period of this Agreement. The Hospital agrees that there will not be a lockout of bargaining unit employees during the period of this Agreement.
- C. Should a strike, sympathy strike, slowdown, or other concerted stoppage of work occur, whether or not called or sanctioned directly or indirectly by the VFNHP, the VFNHP, acting through all of its officials, within twenty- four (24) hours of a request by the Hospital shall:
1. Publicly disavow such action by the bargaining unit employees.
 2. Advise the Hospital in writing that such action by bargaining unit employees has not been called or sanctioned by the VFNHP.
 3. Post notices on VFNHP bulletin boards that the VFNHP disapproves such action and instructs bargaining unit employees to return to work immediately.
- D. The Hospital shall have the right to discharge for cause any or all bargaining unit employees who incite, induce or participate in a violation of any of the provisions of this Article, subject to the grievance or arbitration procedures for the sole purpose of ascertaining whether the bargaining unit employee incited, induced or participated in a conduct prohibited by this Article.