

ARTICLE 9

CONCERTED ACTIVITIES

- 9.1 During the life of this Agreement, faculty unit employees shall not engage in strikes or other concerted activity that would interfere with or adversely affect the operations or the mission of the CSU.
- 9.2 The CFA shall not promote, organize, or support any strike or other concerted activity.
- 9.3 The CFA shall endeavor to prevent faculty unit employees from participating in a concerted activity which would interfere with or adversely affect the operations or the mission of the CSU.
- 9.X1 **In the event of a strike, the Union agrees that bargaining unit employees shall comply with CSU attendance-reporting procedures established for the duration of the strike.**
- 9.4 During the life of this Agreement, the CSU shall not lock out faculty unit employees.

Commented [SG1]: The CSU is withdrawing its proposed addition of "including sympathy strikes."

Commented [SG2]: The CSU is withdrawing its proposed addition of "including sympathy strikes."

Commented [SG3]: The CSU proposed the following modification on 12/18/26 - **"The Union agrees not to engage in any Unfair Labor Practice (ULP) strikes until the underlying ULP charge has been fully adjudicated by the Public Employment Relations Board (PERB)."**

The CSU modified its proposed modification on 3/26/26 as follows - **"The Union agrees not to engage in any Unfair Practice Charge (UPC) strikes until an Administrative Law Judge has issued a proposed decision after formal hearing. The parties will jointly request expedited processing of the UPC."**

The CSU modified its proposed modification on 5/15/26 as follows - **The Union agrees not to engage in any Unfair Practice Charge (UPC) strikes unless the UPC alleges a serious unfair labor practice and a Board Agent issues a complaint. The parties agree that a "serious unfair labor practice" means an employer action that causes irreparable harm that cannot be fully remedied through traditional make-whole relief and the harm is ongoing or likely to recur.**

The CSU is withdrawing this proposal.

Commented [SG4]: The CSU made the following proposal - **If the Union engages in a strike, any employee who works during that strike must inform their appropriate administrator at the start of each workday. Failure to do so will result in pay being withheld accordingly.**

9.X3 In order for an employee to utilize sick leave during any strike, a physician's statement or other appropriate verification may be required.

The CSU is modifying its proposal.