

**Tentative Agreement**  
by and between the  
Glendale College Guild, Local 2276  
and the  
Glendale Community College District

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

ARTICLE V  
**Work Stoppages**

**Section 1. Guild Responsibility**

Apart from and in addition to existing legal restrictions upon work stoppages, the Guild hereby agrees that neither it nor its officers, agents, or representatives, or persons acting in concert with any of them, shall incite, encourage, participate in or condone any strike, sickout, walkout, slowdown, or other work stoppage of any nature whatsoever during the life of this Agreement for any cause or dispute whatsoever, without regard to whether the underlying dispute is subject to the grievance provisions of Article IV, or to **Public Employment Relations Board jurisdiction** proceedings, or to any other proceedings. In the event of any such work stoppage or threat thereof, the Guild and its officers, agents, and representatives shall take all reasonable steps within their control to end it or discourage it.


**Section 2. Employee Responsibility**

Any employee who incites, encourages or participates in any such work stoppage (see Section 1), shall be subject to discipline to and including termination.

**Section 3. District Responsibility**

The District shall not engage in any lockout of employees during the life of this Agreement. A lockout is a refusal to permit employees to perform previously assigned work in an effort to force bargaining concessions from the Guild; it does not include matters such as layoffs, program curtailments, or emergency shutdowns.

Date: April 29, 2021

  
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Caroline DePiro, Chief Negotiator  
Glendale College Guild

  
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Victoria Simmons, Chief Negotiator  
Glendale Community College District