

**ARTICLE 19**  
***No Strike/No Lockout***

The parties agree that there shall be no strikes or lockouts during the term of this Agreement.

DocuSigned by:  
*Anthony Rickard* August 31, 2021  
38A9F88E246E460...

DocuSigned by:  
*David L. Esch* August 31, 2021  
BF29C575DCBE440...

DocuSigned by:  
*Tara Ferguson* August 31, 2021  
B505452E617947B...