

## **ARTICLE XXI: CONTRACT CLAUSES**

- 21.1 **Savings Clause** – If, during the life of this Agreement, there exists any applicable law or any applicable rule, regulation, or order issued by governmental authority other than the College District which shall render invalid or restrain compliance with or enforcement of any provision of this Agreement, such provision shall be immediately suspended and be of no effect hereunder so long as such law, rule, regulation, or order shall remain in effect. Such invalidation of a part or portion of this Agreement shall not invalidate any remaining portions which shall continue in force and effect.
- 21.2 **Americans with Disabilities Act** - Nothing in this Agreement shall prohibit the College District from taking steps to comply with the requirements of the Americans with Disabilities Act.
- 21.3 **Effect of Agreement** - It is understood and agreed that the specific provisions contained in this Agreement shall prevail over College District practices and procedures and over state laws to the extent permitted by state law.
- 21.4 **Concerted Activities**
- 21.4.1 It is agreed and understood that there will be no strike, work stoppage or slow-down, including compliance with the request of other labor organizations to engage in such activities.
- 21.4.2 CSEA and the Governing Board recognize the duty and obligation of its representatives to comply with the provisions of this Agreement and to make every effort toward inducing all employees to do so.
- 21.4.3 The College District shall not lock out any Bargaining Unit employee.
- 21.4.4 It is understood that in the event this Article is violated, the College District shall be entitled to withdraw any rights, privileges, or services in this Agreement.