ARTICLE 18.

STRIKES - UNUSUAL DUTIES

A. In the event of any strike by any other union or by the Guild concerning members or matters not covered by this Agreement, the Employees covered by this Agreement shall not be required to perform duties not ordinarily performed by them prior to said strike.

B. (1) The Guild agrees that during the term hereof it will not call or engage in or assist any strike, slowdown or stoppage of work affecting television production against the Employer. The Guild agrees that it will use its best efforts in good faith to require its members to perform their services for the Employer. The Guild and the Employer mutually agree that during the term of this Agreement they will endeavor to promote goodwill, mutual understanding and real cooperation between members of the Guild and the Employer.

(2) Notwithstanding the foregoing provision, it shall constitute a material violation of this Agreement for the Employer to attempt to impose discipline as a result of the refusal of any Employee to cross any primary picket line duly authorized by the Guild.

(3) In the event any Employee who is also a member of a collective bargaining organization or union other than the Guild ("union") is requested in writing by Employer to cross a picket line of such union, and the Employee crosses such picket line at the request of the Employer to perform services hereunder, then the Employer shall be deemed to have indemnified and held harmless such Employee from any monetary loss, such as, without limitation, fines, or claims arising out of the defense of any disciplinary or court action by the union or its members suffered by such Employee as a result thereof including, but not limited to, attorneys' fees and arbitration and court costs. It shall constitute a material violation of this Agreement for the Employer to attempt to impose discipline because of the Employee's refusal to cross such picket line of such other union absent the specific written request (and indemnity) of Employer.