**A. Interpretation:** The affirmative must specify the types of strikes they advocate for

**B. Violation:** Strikes differ from the masses and have different descriptions **Human Resources:**

TYPES OF STRIKE According to Industrial Disputes Act 1947, Strike [Sec. 2 (q)]: Strike means "a cessation of work by a body of persons employed in any industry acting in combination or a concerted refusal under a common understanding of any number of persons who are or have been so employed, to continue to work or to accept employment". Mere stoppage of work does not come within the meaning of strike unless it can be shown that such stoppage of work was a concerted action for the enforcement of an industrial demand. 1) **Economic Strike: Under this type of strike, labors stop their work to enforce their economic demands** such as wages and bonus. In these kinds of strikes, workers ask for increase in wages, allowances like traveling allowance, house rent allowance, dearness allowance, bonus and other facilities such as increase in privilege leave and casual leave. 2) Sympathetic Strike: When workers of one unit or industry go on strike in sympathy with workers of another unit or industry who are already on strike, it is called a sympathetic strike. The members of other unions involve themselves in a strike to support or express their sympathy with the members of unions who are on strike in other undertakings. The workers of sugar industry may go on strike in sympathy with their fellow workers of the textile industry who may already be on strike. In Kambalingan v. Indian Metal & Metallurgical Corporation, the Supreme Court examined the issue on the basis of the essential ingredients of strike and held that when the workmen resorting to sympathetic strike do not have any grievance of their own in relation to their employer or even in regard to conditions of service the element, of mens rea i.e. the mental element on part of the strikes is not there to pressurize their employer for the redressal of their grievance. In fact there was no animosity on part of the workmen against their own employer and since the essential element of mens rea is absent,the sympathetic strike cannot be regarded as strike within the meaning of S. 2(q) and management can take disciplinary action against any such workmen. 3) **General Strike**: It means **a strike by members of all or most of the unions in a region or an industry.** It may be a strike of all the workers in a particular region of industry to force demands common to all the workers. These strikes are usually intended to create political pressure on the ruling government, rather than on any one employer. It may also be an extension of the sympathetic strike to express generalized protest by the workers. 4) **Sit down Strike: In this case, workers do not absent themselves from their place of work** when they are on strike. **They keep control over production** facilities. **But do not work.** Such a strike is also known as 'pen down' or 'tool down' strike. Workers show up to their place of employment, but they refuse to work. They also refuse to leave, which makes it very difficult for employer to defy the union and take the workers' places. In June 1998, all the Municipal Corporation employees in Punjab observed a pen down strike to protest against the non-acceptance of their demands by the state government. 5) Slow Down Strike: Go-slow is yet another form of industrial protest in which workmen do not stop the work but deliberately slow-down the process of production in order to cause loss of production to the employer. It must be noted that there is no cessation of work at all, and in fact, workmen pretend themselves as engaged in doing their work. In Sasa Musa Sugar Works (P) Ltd. v. Shobrati Khan, the Supreme Court held that go-slow is not considered as strike within the ambit of Section 2(q), but it is a serious misconduct on part of the workmen. Mr. V.V. Giri, described go-slow as “enemy number one” of the workmen as it ultimately causes damage to their means of livelihood, apart form causing harm to the employer. Indian Courts have also taken a serious view on the go-slow and refused to interfere with the punishment inflicted by the employer for this misconduct, so that the coward practice could be discouraged. 6) Hunger strike: in this form of industrial protest, workmen resort to fasting near the workplace in order to demand the employer to redress their grievances. Bajaj Auto workers - two-day hunger strike On January 7 and 8 of 2017 the hunger strike was held by workers  to protest the management's anti-worker and anti-union activities. The strike was called by Vishwa Kalyan Kamgar Sanghatana which had stated that Bajaj Auto had adopted a strategy of terrorising and harassing workers. It stated that the union's active members have been transferred and issued false charge sheets and show-cause letters. Later, Bajaj Auto issued a statement regarding the hunger strike called by its workers. It states that "the facts are contrary to reasons being cited by Vishwa Kalyan Kamgar Sanghatana (VKKS). Industrial Relations Industrial Relations Causes & Effects of Poor Industrial Relations Approaches to Industrial Relations Collective bargaining Principles of Collective Bargaining Workers participation in Management (The Constitution of India, Art 43A) Levels and Forms of Workers Participation In Management Employee welfare Occupational health and safety Occupational healthy and safety (Indian context) Industrial Disputes Strikes Lockouts Lay Offs / Laid off and Retrenchment Labour Courts for disputes in India Grievance procedure Methods of Identifying Grievances Alternative Dispute Resolution Arbitration & conciliation USA Grievance Management The statement said, "As far as transfer/deputation of workmen from one plant to another is concerned, it has been a regular practice in the company to transfer the workmen on the basis of requirement of skills and need at other plants. In the present context, the union has filed four cases in the court challenging the transfer of workmen from Chakan to other plants. In three cases, where order has come, the Industrial Court, Pune, in its interim order, has held that the company has every right to transfer employees from one plant to other plants of the company. VKKS leadership is always unreasonable and raises unrelated demands. During last wage review, which was due from April 2013, the union had come up with a similar unrealistic demand of allotment of shares to workmen and resorted to strike which lasted for 50 days causing huge financial losses to the workmen  and ultimately realised their mistakes and came back to work unconditionally. This time, it is the demand for reinstatement of dismissed workmen.The union should not raise the issues which are in fact non-existent and extend full support in growth and development of the company rather than creating unnecessary hindrances in smooth functioning of the company," the statement mentioned. Bajaj Auto says that various proposals were made to the union for the salary increase, and negotiation was about to conclude. However, the union put forth an unreasonable demand of reinstatement of the workers of Chakan plant who were dismissed in the year 2013-14 from the services of the company for committing various acts of misconduct. Their cases are pending for adjudication before the court. 7) **Wild cat strikes: These** strikes **are conducted by workers** or employees **without the** authority and **consent of unions**. In 2004, a significant number of advocated went on wildcat strike at the City Civil Court premises in Bangalore. They were protesting against some remarks allegedly made against them by an Assistant Commissioner. Strike hits flight services at Frankfurt Berlin, Feb 18, 2012: A small group of airfield traffic controllers caused severe disruptions to the flight operations at Germany’s Frankfurt airport for the second day as they stepped up their strike demanding shorter working hours and higher salaries. Around 200 traffic controllers guiding the taxiing of aircraft on the tarmac, who struck work between 8 pm and 10 pm local time , forced the cancellation of around 300 flights at Germany’s largest airport. “Airfield traffic controllers are determined to continue our strike until our demands are met,” GdF management board member, Mr Markus Siebers, told a German TV channel. A seven-hour warning strike held on 14-2-2012 afternoon led to the cancellation of more than 170 flights and severe disruption to the flight operations. They have been demanding between 40 and 50 per cent increase in their average annual salary of €45,000 and around ten per cent cut in their working hours to compensate for what they claim a “sharp increase in their workload” since the airport opened its fourth runway. Cancellation of flights for the first two days of the strike, Fraport expects a loss of €4 million, the spokesman said. 8) **All-out strike:** A strike that **[which] embraces all workers involved** in a dispute **and that will continue for ‘as long as it takes’ to secure a settlement.** All-out strikes can be contrasted with selective strikes that involve only a proportion of the workforce and protest strikes that may last for only a day or two.

“Strikes ( Factory or Industry) l Definition of Strike l Types of Strike - Legal Provision of Strike.” What Is Human Resource? (Defined) Human Resource Management Topics - Labour Laws - High Courts &amp; Supreme Court Citation - Case Laws, [www.whatishumanresource.com/strikes](http://www.whatishumanresource.com/strikes).

AND saying unconditional beforehand doesn’t change anything because its a question of what type of unconditional strike

**C. Standards:**

1. Stable Ground: If the aff doesn’t specify, they can always shift out of potential disadvantage links or turns by claiming that the link does not apply to their specific advocacy eg. strikes where people work slowly are different from strikes where people stop working, creating separate outs for DAs that I wouldn’t know to read bc they didnt spec. And, this is an independent reason to prefer the shell because there’s no way to negate if they can shift out of my offense. Stable ground is key to fairness and education because it prevents the round from being internally unpredictable so both debaters can have an equal chance to get and learn from the ballot.

2. Real-world education: In the real world we evaluate specific policy proposals instead of general concepts of policies. Real-world is key to education because it makes sure what we learn is actually useful later in the real world. Also controls the i/l and ow any other education based standard because things like policymaking are under the assumption that we know about the real world to begin with.

**D. Fairness** is a voter because debate is a contest to find the better debater, judging a skewed round just finds the better cheater. **Education** is a voter because it’s the lasting impact from debate. Drop the debater A) to deter abuse, B) because the round is skewed, so there is no other fair place to vote. No aff RVIs because A) Chilling effect: good theory debaters would always read abusive affs to bait theory and win the RVI. B) aff is dangerous in theory because they get final speech to weigh between layers, so they shouldn’t be able to win my theory.

CX doesn’t check + no 1ar theory extempt