

Article 15 - Organizational Security

- 15.1 The District and the Association recognize the right of employees to form, join, and participate in activities of employee organizations and the equal alternative right to refuse to form, join, or maintain membership, and participate in activities of employee organizations. Neither party shall exert pressure on nor discriminate against an employee exercising the membership, participation, or organization rights guaranteed herein.
- 15.2 Payroll Deductions
- 15.2.1 Any employee who is a member of the Association, or who has applied for membership, may sign and deliver an application authorizing deduction of membership dues in the Association. Pursuant to such authorization, the Board of Education shall deduct one-tenth of such dues from the regular salary check of the bargaining unit member each month for ten (10) months. Deductions for bargaining unit members who sign such authorizations after the commencement of the school year shall be at the regular tenthly rate.
- 15.2.2 With respect to all sums deducted pursuant to authorization of the bargaining unit member, it is agreed to remit such monies to the California School Employees Association on a tenthly basis.
- 15.2.3 The District shall refer all employee questions about CSEA membership or dues over to the CSEA Labor Relations Representative. CSEA shall defend and indemnify District for any claims arising from its compliance with this clause.
- 15.2.4 The District shall refer all employee requests to revoke membership to the CSEA Labor Relations Representative and shall obtain his/her approval on behalf of the union before processing any revocation request.
- 15.2.5 CSEA shall defend and indemnify the District for any claims made by an employee for deductions made in reliance on information provided by the employee organization to the employer to cancel or change membership dues authorization. The employer shall be required to promptly notify CSEA of any claims made by employees relating to dues authorization.
- 15.2.6 The Association agrees to furnish any information needed by the Board of Education to fulfill the provisions of this Article.
- 15.2.7 Upon appropriate written authorization from the bargaining unit member, the Business Services Office shall deduct from the salary of any bargaining unit member and make appropriate remittance for:

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15.2.7.1 All purposes required by law.

15.2.7.2 Any other purposes mutually agreed upon by the Board of Education and the Association.

15.3 Maintenance of Membership

The District shall not interfere with the terms of any agreement between CSEA and the District's employee with regard to that employee's membership in CSEA, including but not limited to automatic renewal yearly unless the worker drops out during a specified window period. The District need not keep track of this period which shall be tracked by CSEA within its membership database.