

ARTICLE XI ASSOCIATION RIGHTS

1. The District and the Association recognize the right of unit members to join and participate in the lawful activities of the exclusive representative organization and be represented by that organization in all their employer-employee relations. The District and the Association recognize the equal alternative right of unit members to refuse to join an organization, such rights to be exercised free from reprisals or discrimination.
2. No more than three (3) designated representatives of the Association shall have the right of access, between the hours of seven-thirty o'clock (7:30 a.m.) and three-thirty o'clock (3:30 p.m.), to any staff room and general meeting area unless approved by the site administrator. Organization representatives shall notify the responsible administrator, or designee, of their presence upon visiting a school and shall recognize the right to privacy of District employees. Such visitations shall not interfere with the conduct of school activities or normal duties of District employees. The Association shall have the right to request the use of District facilities in accordance with the requirements established by the Board of Education under the Civic Center Act of the Education Code of the State of California.
3. The Association shall have the right to post notices of activities and matters of unit member concern on bulletin board space reserved for employee organizations, a reasonable amount of which shall be provided at each school site in an area frequented by unit members. The Association may use the school mailboxes for communications to unit members. All such communications shall be dated, signed, and properly identified as to source.
4. The Association shall be provided with a total of thirty (30) working days of release time per year to be utilized by designated Association members for Association business, exclusive of negotiations and grievance processing.
5. Upon written request by the Association, the District shall furnish to the Association two copies of non-confidential materials, as determined by the Superintendent, or designee, which are supplied to Board members prior to Board meetings and which are related to the meeting and negotiation process and any other similar materials that may be given to Board members during Board meetings and which are open to public inspection.
6. The District shall, no later than November 15 of each year of this Agreement, distribute to each unit member a copy of the District Directory containing names, addresses, and telephone numbers of those District employees who have authorized the District to publish said information.