

## **Article 4**

### **ORGANIZATIONAL SECURITY**

#### **Representation**

- 4.1 The Faculty Association (FA) is the exclusive representative of all faculty employees regardless of FA membership status.

#### **Membership and Dues**

- 4.2 The Faculty Association is responsible for informing the Board of any faculty employee who becomes a member. This notification to the Board shall be made no later than the 15<sup>th</sup> of each month.
- 4.3 Upon receipt of notification from FA, the Board shall deduct from each salary warrant due the employee an amount determined by the current FA dues schedule, provided that each change to the schedule is received by the Board on or before the tenth day of the month during which the change is to become effective. Within ten working days after the deduction has been made, the Board shall remit the entire amount deducted (less the actual cost, if any, of making the deduction) to FA. If the Board does not remit the amount due within ten working days, the Board shall pay FA interest on the amount due at the rate of 7% per annum. The Board shall have no other obligation with respect to the amount deducted pursuant to this article, whether expressed or implied.
- 4.4 The Faculty Association shall notify the Board of any faculty employee who requests a change in membership status. A faculty employee becomes a member by submitting a membership and dues authorization form to FA. Faculty may contact FA to discontinue membership between July 1 and July 30 of each year, or within the first 30 days following the expiration of this Agreement or any successor Agreement.
- 4.5 The Faculty Association will indemnify the Board for any claims made by any faculty employee for deductions made in reliance on the notification and/or information provided by FA (Education Code 87833 (e) and (f)).

#### **Reports and Access to Employee Information**

- 4.6 Together with the aggregate amount deducted from the payroll and payable to the Faculty Association, the Board shall transmit to FA an alphabetical list of faculty employees who have had dues deducted from their salaries.
- 4.7 The Board shall provide FA monthly access to a report of all new faculty employees as provided by Government Code 3558 and including full name; permanent address; work, home, and personal cell phone numbers; personal email address on file with the District; job title, campus, division, and department; and CWID.

- 4.8 Upon request from FA, and no more than three times per academic year, the Board shall provide FA access to a report of all faculty employees and requested information, as provided by Government Code 3558 and including the information listed in Section 4.7 above.
- 4.9 The Board shall notify FA of any faculty orientation dates, and FA has the right to be present at any faculty orientation, including faculty onboarding meetings, whether provided individually or as a group. The Board shall immediately provide FA a list of faculty orientation attendees.