

ADMINISTRATION

Employee Organization Rights

In the absence of a Collective Bargaining Agreement to the contrary, all employee organization business and activities shall be conducted by organization members or organization officials outside established work hours and shall be conducted in places other than District property, except when:

- a. Authorized representatives obtain advance permission from the Superintendent or designee specifying the time, District facility, and type of activity to be conducted;
- b. The Superintendent or designee can verify that such requested activities and use of facilities will not interfere with the school programs, and/ or duties of organization members, and shall not directly or indirectly interfere with the right of employees to refrain from listening to or speaking with an organization representative; and
- c. The organization shall pay all customarily charged fees related to use of facilities as per District Civic Center Act Guidelines.

The organization may use the school mailboxes and a bulletin board space designated by the Superintendent or designee subject to the following conditions.

- a. All posting for bulletin boards or items for school mailboxes shall contain the date of posting or distribution and the identification of the organization;
- b. A copy of such posting or distributions shall be delivered to the Superintendent or designee at the same time as posting or distribution; and
- c. The organization shall not utilize District mailboxes or bulletin boards to distribute or post information which is obscene or defamatory of the District or its personnel, subject to the immediate removal by the District of the right to post or to distribute for a period of at least one full semester.

Legal Reference: Government Code
Article 4.5, Section 3543-3548.3, et seq.,
Rights of Public School Employees

Policy Adopted: November 17, 1977
Revised Policy Adopted: October 27, 1983