

ARTICLE V
ASSOCIATION RIGHTS

- 5.1 The District shall provide the Association access to represented employees work areas, provided such access does not interfere with the work.
- 5.2 The Association shall have the right to schedule available schoolrooms for meetings, and to send mail through the intra-District mail system.
- 5.3 The District shall provide the Association with a seniority listing and copies of the District budget upon request.
- 5.4 The District shall provide the Association with bulletin board space at each work site for the posting of notices.
- 5.5 Release Time
- 5.5.1 The District shall provide paid release time for up to six (6) members selected by the Association for a total of five (5) days per school year, for CSEA's Annual Conference. The Association President shall inform the Superintendent and the employee's immediate supervisor ten (10) days in advance of the Association request for release time for the District to arrange for a satisfactory substitute. Release time which is not used in one year may not be carried over to a subsequent contract year.
- 5.5.2 The Association President or designee shall be released for up to 240 hours in a year. This time is intended to be used at scheduled work time for the purpose of conducting union business such as: to prepare for meetings, meet with CSEA members and/or

District officials (not for negotiations). Both parties agree at the beginning of each school year that the Association President and their immediate supervisor will meet to collaborate on the process of scheduling time for union business. The cost of any substitute used to cover the President's or designee's position while they are on union business shall be divided 50/50 between CSEA and the District.

5.6 Neither the District nor the Association shall interfere with, restrain, coerce, or discriminate against employees because of the exercise of rights to engage or not to engage in Association activity in accordance with Chapter 10-7, Section 3540-3549 of the Government Code.

5.7 Whenever notice is required to the District or the Association under this agreement or by law, and no other form of notice is otherwise designated, notice to the District shall be written notice made by personal delivery or first class mail to the District Superintendent and notice to the Association shall be written notice made by personal delivery or first class mail to the Chapter President and the assigned CSEA Field Representative.

5.8 Distribution of Contracts

5.8.1 Within 30 working days of ratification of the agreement by both parties, the District shall produce a draft and provide the draft to the Chapter President for review by the Association.

5.8.2 The Association shall review the contract and make all necessary and relevant changes required by the ratified agreement to the draft, and return the draft to the District within 30 working days from its receipt.

5.8.3 Within 30 working days after receiving the draft collective bargaining agreement back from the Association, the District shall make all necessary and relevant changes, and the District shall post the entire contract on the District Web page for employee access.

Employees who do not have internet access can come to Human Resources to access a computer to review the contract or will be given a copy of the contract upon request to the Human Resources Office.

5.8.4 The District shall provide a copy of the contract to all newly hired employees within ten (10) working days of the employee's date of hire.