

Bargaining Units (continued)

Payment of Dues or Service Fees

Upon the written request of a recognized employee organization, the Superintendent or designee shall deduct the amount of organization dues or the fair share service fee, determined in accordance with Government Code 3546, from the wages and salary of each employee represented by that employee organization and shall pay that amount to the employee organization. (Education Code 45060, 45168; Government Code 3546)

Any employee who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations shall not be required to join, maintain membership in, or financially support any employee organization as a condition of employment. However, such an employee may be required to pay an amount equal to the service fee to a designated charitable fund. (Government Code 3546.3)

Each employee organization shall, within 60 days after the end of its fiscal year, provide the Board and the employees who are members of the organization with a detailed financial report consisting of a balance sheet and an operating statement. If the employee organization fails to provide the financial report, the Board may issue an order compelling the organization to provide the financial report or any employee within the organization may petition the Board for such an order. (Government Code 3546.5)

The Superintendent or designee may provide an employee organization with the home address and home telephone number of employees who provide written permission to do so, except any employees performing law enforcement-related functions and any employees who provide written request that the information not be disclosed for this purpose. Annually, employees shall have the opportunity to provide such written permission to the District. (Government Code 6254.3)

Each employee shall be annually notified of their right not to be required to join, maintain membership in, or financially support any employee organization as a condition of employment.