

ARTICLE 6

ASSOCIATION RIGHTS

6.1 Distribution of Materials

Association may distribute organizational literature at the Centers, provided there is no interference with District business. No one shall be allowed to distribute materials in a manner which distracts employees while performing their duties. All such literature shall be signed by the individual authorized to distribute the materials.

6.2 Posting of Materials

Posting of organizational recruiting notices, posters, and similar materials will be permitted only on designated bulletin boards at the Centers.

6.3 Employee Organizational Contact Procedures

6.3.1 Association shall provide the Vice Chancellor of Human Resources the name(s) of a recognized employee from each Center authorized to discuss organizational matters with District employees.

6.3.2 Association representatives may engage in recruiting activities at the Centers provided they do not interfere with employees during hours of duty assignments.

6.4 Use of Facilities

Advance request for use of District facilities must be made in accordance with established District procedure whenever an employee organization wishes to schedule use of District facility to conduct organizational meetings.

6.5 Release Time

6.5.1 Negotiations

6.5.1.1 One (1) member of the Association Collective Bargaining Committee per site shall be released from their regular work duties, with pay, when negotiating meetings are scheduled with District representatives during regular working hours of the employee members involved.

6.5.2 Grievance Processing

6.5.2.1 A steward or other CSEA representative may accompany a CAL-OSHA representative conducting an onsite walk around safety inspection of any area, department, division, or other subdivision for which the Job Steward has responsibilities as a Job Steward.

6.5.2.2 Association shall furnish annually, and update as required, a list of all officials and representatives authorized to act on Association behalf. The

list shall show name, title, campus location, and nearest campus phone contact.

- 6.5.2.3 An authorized Association official or representative appearing on a current furnished list shall be released from their regular work duties, with pay, when grievance resolution meetings are scheduled during the official or representative regular working hours.

6.6.3 Chapter Release Time

- 6.6.3.1 The CSEA chapter president or designee shall be given up to five (5) hours release time per week.
- 6.6.3.2 The District shall grant the CSEA's authorized delegates up to five (5) days paid leave for the purpose of attending CSEA's annual conference.
- 6.6.3.3 In the event any CSEA member is elected or appointed to a CSEA statewide office or committee, the District agrees to negotiate appropriate release time for that individual.

- 6.6 Board minutes and fiscal reports approved by action of the Governing Board shall be available for Association review; copies of such items shall be furnished on request where required.

6.7 Contract Printing/Distribution

The District shall maintain this contract online and available to the employees of the bargaining unit. Additionally, an electronic editable copy shall be provided to CSEA after any succeeding agreement is completed upon request.

6.8 Association Rights

- 6.8.1 The District shall provide one (1) copy of all appropriate District-to-Association communication.
 - 1. The Association President
 - 2. Association representative at each of the Child Development Centers.
- 6.8.2 The Chapter President or designees shall be given ten (10) minutes after the District's in-service to address employees regarding New Employee Orientation and update.

6.9 Employee Lists and Relevant Data

The District agrees to furnish twice a year, upon request, a complete hire date roster of all unit employees, indicating employee class title, employee location and employment date of the employee within the District and present class, grade and step. The District shall maintain online all Board minutes, policies and administrative regulations relating to Child Development Center CSEA bargaining unit 888 personnel and fiscal reports approved by the Governing Board.