

## **ARTICLE 5 - ORGANIZATIONAL SECURITY**

- 5.1 CSEA has the exclusive right to have employee organization membership dues deducted by the District from the wages or salary of employees in the bargaining unit in accordance with the provisions of this Article.
- 5.1.1 The District shall cause payroll deductions to be made in accordance with the District's procedures.
- 5.1.2 Employees, in lieu of payroll deductions, may pay dues directly to CSEA.
- 5.1.3 In the event an employee does not pay dues directly to CSEA or through voluntary payroll deduction, the District shall begin automatic payroll deductions after receipt of written notice from CSEA specifying the names of the unit employees and the amount of the dues for each employee. Payroll deductions shall be processed in accordance with the standard District operating procedures from the first day of the month following 45 calendar days after receipt by the District of the written notice directing dues by payroll deduction.
- 5.1.4 CSEA may specify a change in the amount of dues provided an authorized CSEA officer submits a written notice to the District for such an adjustment. The processing of revised deductions will be in accordance with the dues schedule provided in the agreement.
- 5.1.5 The District shall, without charge, transmit to CSEA the sums deducted under this Article.
- 5.1.6 CSEA agrees to indemnify and financially hold harmless the District, its Governing Board, officers and administrators against any and all claims, demands, costs, lawsuits, actions, including attorney fees incurred in defending said persons or District, or any other form of liability or expense, including but not limited to, all court administrative agency costs, expenses, fees, settlements and judgments that may arise out of or by reason of action taken by the District for the purpose of complying with the Article. The District shall promptly notify CSEA of any civil, administration or other action taken against the District as a result of its compliance with this Article.