

ARTICLE 5: ORGANIZATIONAL SECURITY

- 5.1 Except as expressly exempted herein, all bargaining unit employees who do not maintain membership in CSEA are required as a condition of employment to pay service fees to CSEA.
- 5.2 CSEA has the exclusive right to have employee organization membership dues and service fees deducted by the District from the wages or salary of employees in the bargaining unit in accordance with the provisions of this Article.
- A) The District shall cause payroll deductions to be made in accordance with the District's procedures and CSEA's dues and service fees schedule or payments to a designated charitable fund in lieu of service fees in case of an employee's bona fide religious objection.
 - B) Employees, in lieu of payroll deductions, may pay dues or service fees directly to CSEA or, in the case of bona fide religious objection, proof of payment to a designated charitable fund.
 - C) In the event an employee does not pay dues or service fees 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 or service fees 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/service fees by payroll deduction.
 - D) CSEA may specify a change in the amount of dues or service fees 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.
 - E) The District shall, without charge, transmit to CSEA the sums deducted under this Article.
 - F) Any employee who has a bona fide religious objection, as defined in Government Code Section 3546.3 to the payment of service fees in support of an "employee organization," as defined in Government Code section 3540.1(d), shall not be required to join, maintain membership in, or pay dues or service fees requires as a condition of employment. However, such employee shall be required, in lieu of service fees required by this Article, to pay sums equal to such service fees directly to any nonreligious, non-labor, charitable funds exempt from taxation under section 501(c) (3) of Title 26 of the United States Internal Revenue Code. The employee shall then submit proof of service fee payment directly to CSEA.
 - G) Any employee claiming this religious exemption shall, as a condition of continued exemption, furnish to CSEA a written statement of objection along with verifiable evidence of membership in a religious body whose traditional tenets or teaching set forth objections to joining or financially supporting employee organizations.

H) 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.