

ARTICLE 10

ORGANIZATIONAL SECURITY

- A. CEFA shall have the right to have membership dues, initiation and agency fees deducted for unit members.
- B. The District shall deduct, dues from the wages of all CEFA unit members on the date of execution of this Agreement, and who have submitted voluntary dues deduction authorization forms to the District.
- C. The District shall deduct dues from the wages of all unit members who, after the date of this Agreement become members of the CEFA and submit voluntary dues deduction authorization forms.
- D. Beginning on March 1, 2003, unit members who elect not to initiate a voluntary dues deduction authorization form, shall pay an agency service fee to CEFA. The agency service fee must not support CEFA activities beyond CEFA's representational obligations, and shall not exceed the amount allowed by current law. Any dispute between a unit member and CEFA over the amount of the agency service fee must be expedited by CEFA and must be consistent with current law. Such agency service fee may be paid by submitting a voluntary agency service fee deduction authorization form to the District by direct annual payment to CEFA by October 1st of any school year, or by involuntary deduction from wages pursuant to Education Code section 87834 which is the sole remedy in this Article for failure to voluntarily pay the agency service fee.
- E. CEFA shall comply with the following:
 - 1. Dues Year and Fiscal Year
 - a. CEFA shall notify the District of the dates of its fiscal year and its dues year.
- F. New unit members, within sixty (60) days from the commencement of actual employment must submit a dues or agency service fee voluntary deduction authorization form, or shall pay an amount not to exceed the amount allowed by current law directly to the CEFA. Failure to do either shall mean involuntary deduction from wages pursuant to Education Code section 87834 which is the sole remedy in the Article for failure to voluntarily pay the agency service fees.
- G. Notwithstanding any other provision of this Article, any unit member 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; except that such unit member is required, in lieu of payment of dues or agency service fee to CEFA, to pay an amount no greater than the current CEFA dues to

any non-religious, non-labor organization, charitable fund exempt from taxation under Section 501 (c) (3) of Title 26 of the Internal Revenue Code. In this regard, a District Scholarship account will be maintained. Proof of payment to any fund shall be made on an annual basis to the CEFA.

- H. CEFA shall completely indemnify and hold the District harmless from any and all claims, demands or suits, or other action arising from provisions contained in this Article.