

## ARTICLE 15 – ORGANIZATIONAL SECURITY

- 15.1 The District and the Association recognize the right of employees to form, join, and participate in activities of employee organizations and the equal alternative right to refuse to form, join, or maintain membership, and participate in activities of employee organizations. Neither party shall exert pressure on nor discriminate against an employee exercising the membership, participation, or organization right guaranteed herein.
- 15.2 Payroll Deduction. The District shall, upon appropriate written authorization from any employee in the unit, deduct and make appropriate remittances for dues. The District shall deduct the dues in accordance with the amount listed by CSMA or as changed when notified in writing by the Association.
- 15.3 Employees may cease paying membership dues to CSMA through payroll deductions by providing written notice to the District Payroll Department and CSMA at least 30 days before such discontinuation.