

SOLICITATION PROHIBITED

1. Employee Activities

Distribution of literature by employees in work areas or solicitation by employees during work time on behalf of any club, society, labor union, religious organization, political party, philanthropic or similar organization, or for any purpose whatsoever is strictly prohibited. Distribution of information and correspondence related to the administration of a collective bargaining agreement (CBA) by officers, consultants, and business representatives of a recognized employee organization may be allowed pursuant to the terms of a CBA.

2. Non-Employee Activities

Non-employees will not be allowed on District premises for the purpose of distributing literature to employees or the solicitation of employees at any time except as specifically provided below.

- Consultants and business representatives of recognized employee organizations are allowed access to employees as allowed by the specific terms of a current CBA.
- Representatives of employee benefit programs (e.g., supplemental insurance or deferred compensation) specifically approved by the District for payment through payroll deduction may meet with employees during designated work time at designated places or on District property as may be approved by the Superintendent or designee.