

1 **ARTICLE 23: ORGANIZATIONAL SECURITY - PAYROLL DEDUCTION**

2 23.1 Except as expressly exempted herein, all bargaining unit employees who do not
3 maintain membership in CSEA are required as a condition of employment to pay
4 service fees to CSEA.

5 23.2 CSEA has the exclusive right to have employee organization membership dues
6 and service fees deducted by the District from the wages or salary of employees
7 in the bargaining unit in accordance with the provisions of this Article.

8 23.2.1 The District shall cause payroll deductions to be made in
9 accordance with the District's procedures and CSEA's dues and
10 service fees schedule or payments to a designated charitable fund
11 in lieu of service fees in case of an employee's bona fide religious
12 objection.

13 23.2.2 Employees, in lieu of payroll deductions, may pay dues or service
14 fees directly to CSEA or, in the case of bona fide religious
15 objection, proof of payment to a designated charitable fund.

16 23.2.3 In the event an employee does not pay dues or service fees directly
17 to CSEA, the District shall begin automatic payroll deduction after
18 receipt of written notice from CSEA specifying the names of the unit
19 employees and the amount of the dues or service fees for each
20 employee. Payroll deductions shall be processed in accordance
21 with standard District operating procedures from the first day of the
22 month following 45 calendar days after receipt by the District of the
23 written notice directing dues/service fees by payroll deduction.

24 23.2.4 CSEA may specify a change in the amount of the dues or service
25 fees provided an authorized CSEA officer submits a written notice
26 to the District for such an adjustment.

27 23.2.5 The District shall, without charge, transmit to CSEA the sums
28 deducted under this Article.

29 23.3 Any employee who has a bona fide religious objection, as defined in Government
30 Code section 3546.3 to the payment of service fees in support of an "employee
31 organization," as defined in Government Code section 3540.1(d), shall not be
32 required to join, maintain membership in, or pay dues or service fees required as
33 a condition of employment. However, such employee shall be required, in lieu of
34 service fees required by this Article, to pay sums equal to such service fees to
35 any one of the following three designated nonreligious, non-labor, charitable
36 funds exempt from taxation under section 501(3) of Title 26 of the United States
37 Internal Revenue Code:

- 38 A. American Cancer Association
- 39 B. City of Hope
- 40 C. Cerritos College Foundation

41 23.4 Any employee claiming this religious exemption shall, as a condition of continued
42 exemption, furnish to CSEA a written statement of objection along with verifiable
43 evidence of membership in a religious body whose traditional tenets or teachings
44 set forth objections to joining or financially supporting employee organizations.

45 23.5 CSEA agrees to indemnify and financially hold harmless the District, its
Governing Board, officers and administrators against any and all claims,

1 demands, costs, lawsuits, actions, including attorney fees incurred in defending
2 said persons or District, or any other form of liability or expense, including, but
3 not limited to, all court administrative agency costs, expenses, fees, settlements
4 and judgments that may arise out of or by reason of action taken by the District
5 for the purpose of complying with the Article. The District shall promptly notify
6 CSEA of any civil, administrative or other action taken against the District as a
7 result of its compliance with this Article.

8 23.6 The District shall, upon written authorization of a unit employee, deduct and
9 make appropriate remittance for insurance premiums, credit union payments,
10 and other plans, subject to approval of Board of Trustees. The District shall
11 make such remittances to the appropriate payee within fifteen (15) working days
12 of the deductions.
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