

## PROPOSED REVISIONS

**An employee's participation in community, political, or employee organization activities shall be entirely voluntary and shall not:**

- 1. Interfere with the employee's performance of assigned duties and responsibilities.**
- 2. Result in any political or social pressure being placed on students, parents, or staff.**
- ~~3.~~ **3. Involve trading on the employee's position or title with the District.**

'EMPLOYEE LABOR ORGANIZATION'  
DEFINED

For the purpose of this policy, an "employee labor organization" shall be defined as any organization that exists for the purpose, in whole or in part, of dealing with the District concerning grievances, wages, rates of pay, hours of employment, or conditions of work and that does not claim the right to strike. [See also DGA(LEGAL)]

Employee labor organizations that, on or before October 1 of each school year, present to the Superintendent certified membership lists showing a membership of currently employed persons in excess of 100 shall, until revoked, be granted the privileges described below.

~~USE OF MAIL SERVICE~~

~~[See provisions regarding distribution of organization material and administrative provisions regarding use of mailboxes at CPAB (LEGAL) and CPAB(REGULATION), respectively]~~

BULLETIN BOARD

Each employee labor organization shall be permitted, at its own expense, to erect one bulletin board at each school, the central office, maintenance and transportation, and area offices. The administrator responsible for the site shall have the right to approve the size and location of the bulletin board.

Neither political campaign material nor any material that constitutes a personal attack upon any individual, nor any material that is likely to substantially disrupt school activities or the educational mission of the District, shall be posted. The employee labor organization's representative(s) shall be responsible for posting materials and shall promptly remove any item(s) when instructed to do so by the administrator responsible for the site. If the site administrator requires removal of any item(s), the site administrator shall provide the reasons for the removal to the employee labor organization representative, who shall then have the right to appeal the removal pursuant to the appropriate complaint policy [see DGBA and GF]. The material in question shall be removed pending any appeal.

EMPLOYEE RIGHTS AND PRIVILEGES  
FREEDOM OF ASSOCIATION

DGA  
(LOCAL)

**[For distribution of organization material, see policy CPAB.]**

VISITS TO CAMPUSES  
**AND OTHER DISTRICT  
FACILITIES**

Local employee labor organization members or employees may visit school campuses before or after regular school hours and may visit other school facilities before and after normal working hours or at other times when permitted by the administrator in charge of the District facility. Visiting school campuses or other District facilities ~~must~~ **shall** not interfere with school activities, employee work responsibilities, or the administration of the District.

The local employee labor organization member may meet with any employee at the employee's location of work when the member is designated as the employee's representative and the meeting concerns a grievance or any type of administrative review process, provided however, the meeting at the employee's location ~~does~~ **shall** not interfere with school activities, the employee's work responsibilities (including any preparation and planning period, if any), or the administration of the District.

USE OF DISTRICT  
FACILITIES FOR  
MEETINGS

Employee labor organizations may use school facilities for one-half hour before classes begin and for one-half hour after classes ~~terminate~~ **end**, subject to arrangements and permission of the principal. Other District facilities may be used before and after normal working hours subject to arrangements and permission of the administrator in charge of the site. Use of buildings after school hours or normal working hours for the site or on Saturdays may be arranged with permission of the associate superintendent for operations and is subject to payment of the standard rental fee. [See GKD regarding use of school facilities by nonschool organizations]

~~TELEPHONE USE~~

~~Subject to the approval of the principal or the administrator responsible for the site location, representatives may use the building telephone for organization business as long as it does not interfere with their duties, other teachers' telephone conferences with parents, or other school business and does not incur additional expense to the District.~~

LEAVE OF  
ABSENCE FOR  
EMPLOYEE LABOR  
ORGANIZATION  
PRESIDENTS

Local employee labor organizations that qualify for the privileges outlined in this policy may request unpaid leave of absence for the person serving as president of the local organization provided the person serving as president has worked for the District for at least five school years. The Superintendent may grant unpaid leave for a period not to exceed two school years.

Unpaid leave of absence for such an employee labor organization president shall be provided under the same terms as other forms of unpaid leave of absence granted under Board policy [see DEC (LOCAL)], including the terms regarding the length of leave, rein-

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EMPLOYEE RIGHTS AND PRIVILEGES  
FREEDOM OF ASSOCIATION

DGA  
(LOCAL)

statement rights, and continuation of group life and health insurance plans.