ARTICLE 6
UNION RIGHTS

Union Representation

6.1 There shall be no more than one (1) steward designated by the Union from among bargaining unit employees at each campus. In addition, union officers and staff will be designated by the Union as Union Representatives. The Union shall, within fourteen (14) days of the execution of this Agreement and subsequently thereafter as needed, advise the President and the Office of the Chancellor in writing of the names of union stewards, officers and staff who are authorized to represent the Union.

6.2 Union stewards at each individual campus shall have the authority to represent the members at their particular campus only in matters related to representation, investigation and presentation of grievances in accordance with the provisions of this Agreement. Stewards may also request to meet with the appropriate administrator on campus to discuss bargaining unit issues related to the implementation of this Agreement. Stewards shall not have the authority to represent the Union in any matters of systemwide concern.

6.3 The appropriate administrator shall as a courtesy be notified of the presence of a Union Representative who is not a campus employee either upon his/her arrival at the campus or by telephone in advance of arrival.

6.4 Union business shall not be conducted during worktime and shall not adversely affect campus programs or operations.

6.5 A reasonable number of employees designated by the Union as Union Negotiation Committee Members shall be granted reasonable periods of release time for participating in meet and confer sessions. The CSU shall not be required to grant release time to more than three (3) employees at any one time or to more than one (1) employee from any individual campus. Release time shall not include any compensation beyond an employee's straight-time rate of pay. Requests for release time shall be made reasonably in advance of the negotiating session and shall be made directly to the Office of the Chancellor. Such requests shall include the employee's name, campus, date(s) to be released, and the hours the employee is scheduled to work on the respective day(s).

6.6 Upon request of the Union, the CSU shall provide at no cost adequate facilities not otherwise required for campus business for union meetings that may be attended by an employee during non-worktime.

6.7 The Union shall bear the cost of all campus materials and supplies incident to any union meeting or union business conducted on campus.
6.8 The term "no cost" as used in this Article shall be exclusive of actual overtime costs or extraordinary clean-up costs incurred by the CSU in complying with the provisions of this Article. Such overtime costs shall be borne by the Union. When the meeting request is submitted and the Union inquires, the CSU shall inform the Union whether or not costs shall be charged.

**Designated Bulletin Boards**

6.9 The Union shall have the use of an adequate number of designated bulletin boards for the posting of union material. Such bulletin boards shall be visible, accessible to employees and in areas frequented by employees.

6.10 All posted material shall be simultaneously delivered to the President and shall bear Union identification and be dated.

6.11 It shall be the responsibility of the Union to remove outdated posted material.

6.12 The Union should exercise responsibility for the content of such union material.

**Employee Lists**

6.13 The CSU shall provide to the Union upon request a monthly list of all employees in the bargaining unit. Such lists shall contain names, job codes, titles, campus work locations, earliest date employed in the unit, pay plan, timebase, salary type, basepay, and FTE, and shall be provided at no cost to the Union.

6.14 An employee’s home address shall be released to the Union unless the employee has opted out of the disclosure of this information in writing.

**Union Security**

6.15 It is the intent of this Article to provide for payroll deduction of the dues of Union members to be deducted from their pay warrants insofar as permitted by law. The CSU agrees to deduct and transmit to the Union all authorized deductions from all Union members within the bargaining unit who have signed and approved authorization cards for such deduction on a form provided by the Union, less necessary administrative costs incurred by the State Controller.

6.16 The written authorization for union deduction shall remain in full force and effect during the life of this Agreement provided, however, that any employee may
withdraw from the Union by sending a withdrawal letter to the Union within thirty (30) calendar days prior to the expiration of this Agreement.

6.17  The amount of dues deducted from the Union members' pay warrants shall be set by the Union and changed by the CSU upon written request of the Union.

6.18  Employees shall be free to join or not to join the Union.

6.19  The Union agrees to indemnify, defend, and hold the CSU harmless against any claim made of any nature and against any suit instituted against the CSU arising from its payroll deduction for the union dues and deductions.