

Know Your Rights!

Association Rights

I'm an Association Representative (AR). What special rights do I have?

Speak and Act as Equals with the Boss

When you are acting in your role as AR, the law says that you have the right to speak to administrators as equals – even if this means raising your voice, disagreeing, or showing strong emotion.

Develop a Plan to Make Your Life as AR Easier

You have the right to meet with the site administrator annually to mutually develop a plan to support your AR responsibilities related to enforcing our union contract (5.6.4). Insist on holding this meeting each year and come prepared!

Union Meetings at Work

You have the right to hold union meetings at work, both outside *and* inside of the 8-hour workday. Meetings inside the 8-hour workday should be held during non-instructional time. See section 5.8 of the contract for the full scoop!

Release Time for Grievances

You have the right to release time to prepare and process a grievance. If you need to interview a grievant, research a grievance or otherwise process a grievance, SDUSD must allow you release time in which to do it. (15.8.8)

Make Union Announcements at Staff Meetings

You have the right to make union announcements or pass out union literature at the end of every staff meeting. (5.13)

What are some ways my co-workers and I can use the contract and the law to strengthen our union at my site?

Review Article 5 of the union contract on Association Rights, especially sections on meeting time, AR rights, and union use of SDUSD facilities. ARs and CRs can talk to an SDEA Contract Specialist to make a plan for using Article 5 to negotiate union time at your site. Having more time and support to enforce our contract will make our union stronger!

Sources: Collective Negotiations Contract, July 1, 2006 – June 30, 2008; Educational Employment Relations Act (1978).

CHECK IT OUT!



This is an important right!

Developing a strong plan can make your life easier – and make you a stronger AR! For example, you may arrange with the administrator for an extra “free” period in which to perform union duties. The union team at Marston Middle School won this, so