

## ARTICLE VIII - NEGOTIATING SERVICE FEE

- A. Each member of the bargaining unit shall, as a condition of employment, maintain his/her membership in good standing for the duration of the written agreement, or join the Salinas Valley Federation of Teachers, or pay to the Federation a service fee in an amount not to exceed the standard initiation fee, period dues, and general assessments of the Federation. Those who choose not to become members of the Federation shall have deducted from their salary warrant the amounts due for each month of the school year beginning in September and concluding with their last paycheck for each school year.
- B. The Federation shall notify the District of the appropriate amounts and any changes thereto in writing. In no event shall the amount of such fee exceed the amount of dues, initiation fees, or regular assessments of the Federation members.
- C. Teachers who are employed half-time (1/2) or less and are paid on the teacher's salary schedule shall pay one-half (1/2) the allotted fee in the manner described above.
- D. The Federation shall submit all necessary forms and information to the Payroll Division.
- E. The District shall remit the appropriate amount deducted to the Federation every month.
- F. The Federation shall indemnify fully and otherwise hold harmless the District in the enforcement of this Article.
- G. By mutual agreement with the Federation, any teacher who because of religious beliefs and affiliations cannot pay fees to a union, may select either the United Way or the scholarship fund of the District, and the Federation shall contribute the amount received each month to that charity.

If the Federation and a teacher are not in agreement concerning the stated prohibition against paying money to a union, the teacher may appeal the matter in writing to the Superintendent or his/her designee. In such case, an appeal panel shall be convened. The panel shall be composed of the Superintendent or his/her designee, the President of the Federation or his/her designee, and a third party chosen by the other two (2) panel members. The decision of this panel shall be binding on all parties.

H. Although payment of the Negotiating Service Fee is a condition of employment, the Federation hereby waives its rights to require the District to discharge or discipline bargaining unit members who do not conform to this Agreement.