

**ARTICLE VIII - UNION MEMBERSHIP, DUES, ACCESS  
TO EMPLOYEE INFORMATION AND ONBOARDING**

- A. Each bargaining unit member who joins the Salinas Valley Federation of Teachers (Federation) shall pay such membership fees and dues as provided for in the SVFT's schedule of payments.
- B. The Federation shall notify the District of the appropriate amounts of dues and any changes thereto in writing Federation members.
- C. The Federation shall submit all necessary forms and information to the Payroll Department.
- D. The Federation shall submit all necessary membership forms and information to the Human Resources Department. Each new bargaining unit member employed by the District shall be supplied with a Federation provided packet, including a union membership form. The Human Resources Department shall notify SVFT when the available supply of union membership forms and information runs low.
- E. The District shall remit the appropriate amount deducted to the Federation every month, with an alphabetical list of employees for whom deduction have been made.
- F. The Federation shall indemnify fully and otherwise hold harmless the District in the enforcement of this Article.
- G. The District shall provide SVFT the following information within thirty (30) calendar days of hire of any new bargaining unit member, or by the first pay period of the month following hire, in a manner consistent with Government Code section 6254.3, subdivision (c) and 6207, in which case the home address, home telephone number, personal cellular telephone number, personal email address, and date of birth shall not be released:
  - 1. Full name.
  - 2. Job title.
  - 3. Department.
  - 4. Work location.
  - 5. Work, home, and personal cell telephone numbers.
  - 6. Personal e-mail address.
  - 7. Home address.
- H. The District shall provide the Federation written notice of any new employee orientations at least ten (10) business days prior to the event.
  - 1. For new teacher orientation at the beginning of the school year, representatives of the Federation shall be permitted to make a presentation of up sixty (60) minutes, during the Federation hosted lunch period at one of the orientations days and present materials to

any employee participating in such orientation. Unless invited by the Federation, no representative of management shall be present.

2. For new unit members hired after the first day of the work year, within ten (10) days of hire, the District shall provide the Federation via electronic mail, the unit member's full name and worksite.