

The following proposal by GPA is made without prejudice and GPA reserves the right to add, modify, or delete any or all proposals, and/or open articles of the contract during the negotiation process with the employee organization.

ARTICLE 3: ASSOCIATION RIGHTS

GPA Proposal Passed April 25, 2019
SDEA Proposal Passed April 8, 2019

3.1 **Communication**

Consistent with legal requirements, such as school sign-in procedures, the Union shall have the right to use unit member mailboxes, ~~email, and phones~~ for communications related to Union activities. In addition, the Union shall have the right to use GPA email and phones on a limited basis only for purposes of scheduling meetings. Such communication shall not interfere with the instructional programs of GPA or the unit member's assigned duties.

3.2 **Bulletin Board**

The Union shall have the right to post notices of activities and matters of Union concern on the SDEA bulletin board located in the copy room or another mutually agreed-to location.

3.3 **Use of School Equipment and Facilities**

~~Consistent with legal requirements and subject to priority use by the School, the Union shall have the right to use school equipment and facilities during non-work-time solely for Union purposes. The Union shall replace or be responsible for the cost of any supplies or materials used in connection with such equipment and facilities. The Union shall follow the same process as for all public requests to use school facilities in the event that the Union requests availability in a public space outside of the school's regular business hours.~~

3.4 **Association Leave**

In addition~~al~~ to leaves granted by the Educational Employment Relations Act (EERA), up to ~~five-two (52)~~ five-two (52) Union representative(s) shall each receive up to a total of ~~four-two (24)~~ five-two (52) days leave, during each school year, to attend meetings and/or conferences sponsored by the Union away from school premises. The Union shall pay for the cost of a substitute. Because every leave has a negative impact on students, The leave Association Leave shall not interfere with the instructional program and when possible shall not be taken during scheduled professional development, parent-teacher conferences or testing periods and must be mutually agreed to by the Union and GPA. Requests for Association Leave must be submitted to GPA at least thirty (30) days in advance of the scheduled date of leave. Where possible, Association Leave should be taken on non-instructional days other than scheduled Professional Development days.