

**ARTICLE 17**  
ORGANIZATIONAL SECURITY

- 17.1 Effective September 1, 1993, all employees are required to pay membership/representational fees as a condition of continued employment. Unit members who have not voluntarily made application for membership or payment for representational fees shall have said fees deducted via payroll deductions by the district.
- 17.2 The District will provide communication to the current non members of CSEA and new classified staff through a joint letter which shall be approved by both parties.
- 17.3 Any bargaining unit employee who is a member of a religious body whose traditional tenets or teachings include objections to joining or paying service fees to employee organizations shall submit within ten (10) days of the date of his/her employment, proof to CSEA that he/she is a member of such a religious body and shall execute a written authorization for the payroll deduction in an amount equal to the service fee payable to the following non religious, non labor charitable organizations exempt from taxation under section 501 (c) (3) of Title 26 of the Internal Revenue Code:
- a. Santa Monica College Foundation
  - b. Any other verified 501 (c) (3) charity on file with the District
- Or in the alternative such employee shall provide proof to the District and the Association that such payments have been made on an annual basis. Such proof of payment shall be in the form of receipts and/or canceled checks indicating the amount paid, date of payment, and to whom payment has been made and shall be presented on or before November 1 of each year.
- 17.4 Once an employee voluntarily becomes a member of the Association, the employee must maintain their membership for the duration of the agreement.
- 17.5 With respect to all sums deducted by the District, whether for membership dues or equivalent service fees, the District agrees to remit such moneys to CSEA in a business-like manner.
- 17.6 Any employee who is rehired by the District within 39 months of separation shall have the same status as the employee held with regard to CSEA membership or service fee obligation at the time of separation. Nothing contained herein shall prohibit an employee from paying service fees directly to CSEA.
- 17.7 CSEA shall indemnify and hold the District harmless from any and all costs, claims, demands, and suits or other actions arising from the operation of this article.