

## **Personnel**

### **Bargaining Units**

The Board of Trustees recognizes the right of public school employees to form bargaining units, select an employee organization as the exclusive representative of their unit, and be represented by that organization in their employment relationship with the district.

The Board expects reciprocal negotiating in good faith and recognizes the rights of employees and employee organizations. As required by law, the Board shall negotiate only with the exclusive representative of each bargaining unit.

(cf. 4141/4241 - Collective Bargaining Agreement)  
(cf. 4143/4243 - Negotiations/Consultation)

Employees shall not be intimidated, restrained, coerced or discriminated against, either by the district or by employee organizations, because of their membership or nonmembership in an employee organization.

Legal Reference:  
GOVERNMENT CODE  
3540-3549.3 Educational Employment Relations Act

Policy Adopted: March 23, 1987

Policy Revised: September 26, 2005; December 5, 2005