

ARTICLE VI -- GENERAL PROVISIONS

Section 1. Non-Discrimination

- A. The School Board and the Union agree that the provisions of the contract shall be applied equally to all employees, and there shall be no discrimination as to age, sex, marital status, race, color, creed, national origin, political affiliation, or handicap.
- B. The School Board agrees not to interfere with the rights of employees to become members of the Union. There shall be no discrimination by the School Board or any of its representatives (i.e., Superintendent or administrative staff) against any employee whose activity is permissible under law or this Contract and who is performing in an official capacity on behalf of the Union, or for any other cause.

Section 2. AFSCME, Local 1184 hereby acknowledges its obligation to properly represent the interest of all employees in the bargaining unit in accordance with law.

Section 3. AFSCME, Local 1184 agrees that, in the event of a change in its bylaws, the Superintendent shall receive a written copy.

Section 4. The Superintendent agrees to notify AFSCME, Local 1184 of any proposed amendment or change in any rule, policy, law, or statute that will affect in any way the employment conditions of the employees in this Unit. No such rule or policy shall be implemented during the term of the contract until agreed to by the parties.

Section 5. Representatives of AFSCME, Local 1184 will be provided opportunity to appear before the School Board in public hearings on matters not covered by this Contract, in accordance with the procedures set forth in Board Rules 6Gx13- 8C-1.10 and 6Gx13-8C-1.17.

Section 6. The President of AFSCME, Local 1184, or his/her designee, and the Chief Officer for Labor Relations or his/her designees, may meet and confer on matters of mutual interest and concern that are outside the provisions of this Contract. Such meetings may be initiated at the request of either group and are to be arranged at mutually agreeable times.

Section 7. Opportunity will be provided for the President of AFSCME Local 1184 and the Chief Officer for Labor Relations to meet periodically at mutually-agreeable times to plan effective procedures for implementation of this Contract, the arrangements for such meetings to be initiated by either party.

Section 8. Opportunity will be provided for the designated representatives of AFSCME, Local 1184, and each Region Superintendent or his/her designated representative, to meet periodically at mutually-agreeable times on matters of mutual interest and concern, outside the terms of this Contract, the arrangements for such meetings to be initiated by either party.

Section 9. Members of the unit will have the opportunity to process complaints and

grievances under the terms of this Contract in accordance with procedures set forth in Article VII.

Section 10. Members of the unit will promptly and effectively administer all terms and conditions of collective bargaining contracts with other employee organizations signed by the Superintendent and, as required by law, approved by the School Board.