



**RCS/RCSTA  
ASSOCIATION RIGHTS  
September 26, 2022**

1. Educational Employment Relation Act. RCSTA has the right under the Educational Employment Relations Act (EERA) to represent members in their employment relations with RCS. Nothing in this Agreement shall be construed as a waiver of those rights.
2. Access and Communication. RCSTA representative(s) shall have the right of access to areas in which unit members work and may use mailboxes, bulletin boards, and other modes of workplace communication, including, but not limited to, school email. RCSTA and RCS agree communications by either party shall not be defamatory, obscene, in violation of the law, or malign the character of any member of the RCS community.
3. Bulletin Board. RCSTA shall have the right to post notices of activities and matters of Union concern on the bulletin board(s) in the employee lounges or other common work areas. RCS shall provide a bulletin board for RCSTA's exclusive use at each work site wherever unit members are assigned.
4. Use of School Technology and Facilities. RCSTA shall have the right to use school technology (e.g., laptops, projectors, etc.) and facilities for meetings with unit members during non-work time, and with prior approval from RCS. Such approval shall be granted unless such meetings conflict with previously scheduled use of such facilities.
5. RCS/School Site Committees. RCSTA may participate on RCS or School committees which address issues related to mandatory subjects of bargaining. RCSTA and RCS shall mutually agree on one (1) unit member to serve on each committee.
6. Release Time at RCSTA Expense for Union Conferences/Workshops and/or meetings. RCSTA may request the release of designated unit members from their regular duties with no loss of pay for no more than ten (10) days of leave (total for the bargaining unit) for the purpose of attending local, state or national workshops, subject to the following conditions:
  - a. The unit members utilizing the leave must give written notification on the RCS absence form to the Principal or designee in advance of the leave.
  - b. The unit member must arrange for a suitable substitute according to RCS procedures.
  - c. Such leave will not be utilized on days when special events or special duties require the specific presence of that individual unit member.
  - d. RCSTA shall reimburse RCS for the cost of any substitute.
7. Right to Represent. RCSTA shall have the right to represent unit members, with no loss of pay or benefits, in investigatory meetings, disciplinary meetings, and for the processing of grievances, consistent with applicable law.



8. Released Time for Bargaining. RCSTA shall be entitled to reasonable released time from duty with no loss of pay and benefits for the purpose of meeting and bargaining with RCS, including caucus time, consistent with applicable law.
9. Orientation. RCSTA shall have the opportunity to address new employees at an agreeable time during each new employee orientation session.
  - a. New employee orientation is defined by Government Code § 3555.5 as the onboarding process, whether in person, online, or through other means, pursuant to which new employees are advised of their employment status, rights, benefits, duties, and responsibilities, or any other employment-related matters.
  - b. RCS shall provide RCSTA with a minimum of ten (10) days written notice of all new employee orientation events held at the beginning of each school year.
  - c. RCS administration will excuse themselves during the Association's orientation time.
  - d. RCSTA will be given sixty (60) minutes prior to the lunch break of the orientation to present information to new unit members.
  - e. RCSTA shall be notified by RCS of additional new employee orientations as they are scheduled throughout the school year. RCSTA shall have up to thirty (30) minutes at the conclusion of RCS's portion of these additional orientation opportunities for purposes of discussing the union.
  - f. RCSTA may invite California Teachers Association (CTA) endorsed vendors and CTA staff to orientation/on-boarding meetings, subject to the RCS visitor policy/procedures.
10. Association Right to Unit Member Data. RCS shall inform RCSTA of the name, address, phone number(s), personal email, work site, and work assignment of new unit members, at the point the new unit member is placed, either before or during the school year.
11. All information necessary for the Association to discharge its duties as the exclusive representative shall be provided by RCS without charge, including names, addresses and telephone numbers of unit members.
12. Staff Meetings. RCSTA shall have the right to propose agenda items for site staff and all staff meetings and shall have the right to use the room immediately following staff meetings to discuss RCSTA related issues during which time admin will leave the room.
13. Board Agendas and Minutes. RCS shall provide to the RCSTA President one copy of the Board agenda in advance of each Board meeting, including all non-confidential, non-privileged attachments to the Board agenda.

TA 9.26.22

- a. RCS shall provide RCSTA an ongoing place on the regular school board meeting agenda for Association updates, not to exceed twenty (20) minutes.

SUBJECT TO FINAL RATIFICATION BY THE PARTIES:

  
\_\_\_\_\_  
RCS Representative

Date:

10/12/22

  
\_\_\_\_\_  
RCSTA Representative

Date:

9.27.22