

## ARTICLE VI

### AALA RIGHTS

1.0 Exclusivity: AALA and its authorized representatives shall be the exclusive representative of the employees in the AALA unit in contract negotiations and enforcement matters.

2.0 Access: Any authorized AALA representative shall have the right of reasonable access to District facilities. The representative may contact employees during duty free lunch periods, before and after employees' hours of service or when the employee is not engaged in duties. Representatives shall upon arrival check in at the school office and shall not interrupt any employee's duties or assignments.

3.0 Bulletin Boards: AALA shall have the right to post notices of AALA official matters on a bulletin board or section of a bulletin board established for AALA's exclusive use at each work site where AALA-represented employees are assigned.

4.0 Released Time for Negotiations: Up to four negotiating team employee representatives designated by AALA shall be released from duty with no loss of pay or benefits for the purpose of attending negotiation meetings with the District. AALA and the District may agree that additional employees shall receive such released time.

5.0 Organizational Leave: The President of AALA shall, upon request of both AALA and the employee, be placed on leave of absence for a period of one semester or more. Any pay for such leave shall be the responsibility of AALA.

6.0 Committee Appointments: When the District seeks to include representation from the various bargaining units on District-wide committees, AALA shall have the right to participate. The District shall notify AALA and specify the background, educational level and experience required of the AALA represented employees participating on the committee. AALA shall have the right to designate one-third of such employee representatives, and to replace those it has appointed.

7.0 AALA Meetings: AALA may convene meetings as provided herein. Such meetings are to be separate from District-scheduled meetings, voluntary, and on non-duty time. AALA-convened meetings are to be completed before the usual hours of service of the participants, during the participants' duty-free lunch period, or after the usual hours of service of the participants. Also, if employees are present for a District-convened meeting, and if during such meeting there is a normal designated break time, AALA may convene a voluntary meeting during a reasonable portion of the break. AALA-convened meetings are not to cause non-duty periods during the business day to be extended beyond normal time.