

ARTICLE III: ORGANIZATIONAL SECURITY

- 3.1 Each employee covered by this Agreement, who, on the effective date of this Agreement, is a member of CSEA and each employee covered by this Agreement who becomes a member after that date shall maintain their membership in accordance with the terms of their CSEA membership application.

3.1.1 Dues Deduction

- 3.1.1.1 The College District shall deduct such dues as are authorized by CSEA, and/or each employee in this Bargaining Unit who has completed a CSEA membership application, "Dues Deduction Authorization" to the CSEA Chapter Treasurer who will submit forms to the College District and CSEA HQ.
- 3.1.1.2 Once applications are received as authorized by each employee in the Bargaining Unit, the College District shall deduct such dues every payroll period as authorized.
- 3.1.1.3 The College District shall refer any member with questions regarding their CSEA membership to the CSEA San Diego Field Office at 800-675-9939.

3.2 General Provisions

- 3.2.1 CSEA agrees to furnish to the Director of Payroll Services a letter certifying the amount of CSEA dues, service fees, and fees for other services as applied to employees. Such letter shall be furnished upon adoption of this agreement, and thereafter upon any change in such amounts applied.
- 3.2.2 It is agreed that the College District assumes no obligation to, in any manner, enforce the provisions of the above sections beyond implementing to the extent consistent with law, automatic payroll deduction.

3.3 Hold Harmless Clause

- 3.3.1 CSEA shall indemnify and hold the College District harmless from any and all claims, demands or suits, or any other action arising from the organizational security provisions contained herein.
- 3.3.2 CSEA agrees it shall reimburse the College District for any and all legal costs and attorney fees and shall hold the College District harmless from any liability arising from any and all claims, demands, lawsuits, or any other actions arising from any implementation or compliance with this article, or College District reliance on any list, notice, document, certification or authorization furnished under this article by CSEA.