

Article 19

Federation Rights

19.1 LRCFT Access to District Facilities

19.1.1 LRCFT shall have the right to use the District's email system, school mailboxes, and bulletin board spaces designated by the administrative representative subject to the following conditions: (a) all postings for bulletin boards or items for school mailboxes must contain the date of posting or distribution and the identification of the organization, together with a designated authorization by the Union president; (b) other than email communications, a copy of such postings or distributions must be delivered to the administrative representative at the same time as posting or distribution; and (c) the Union will not send emails, post or distribute information which is derogatory or defamatory of the District or its personnel, subject to the immediate removal by the District.

19.1.2 LRCFT shall have the right to use District facilities pursuant to the Rodda Act.

19.1.3 Free access to all colleges and all members shall be accorded, provided it does not interfere with the educational process. Duly authorized representatives of LRCFT shall be permitted to transact official LRCFT business throughout the District as necessary to the performance of LRCFT responsibilities to members of the bargaining unit.

19.2 The District shall provide 4.0 FTE annually of reassigned time for LRCFT representatives for the purpose of representation in matters involving grievance and contract administration. Prior to the start of each term, LRCFT will designate in writing to District Human Resources, the members who will be reassigned. Substitutions may be made within the academic year on ten (10) day notice by LRCFT.

19.2.1 The District shall provide an additional 0.5 FTE of reassigned time for the purpose of contract negotiations during the triennial period in which the contract is being renegotiated.

19.2.2 In any year, the LRCFT may request additional reassigned time above the stated levels. LRCFT will reimburse the District for additional time at the standard replacement rate.

19.3 Information to the Federation

19.3.1 The District shall furnish to LRCFT upon request information concerning the bargaining unit, such as Board agendas, budget data and notices of vacancies. Such requests will be submitted in writing. To the extent it is possible to enable remote access to information on the bargaining unit through the District's management information system while maintaining

the integrity of the system, such access will be given upon request. Report formats shall be mutually agreed upon by both parties.

- 19.3.2 Each semester the District shall provide LRCFT with a list of all faculty on Salary Schedules A and B. The list shall include addresses and telephone numbers in accordance with previous agreements between LRCFT and the District.
- 19.3.3 The District shall provide LRCFT with necessary copies of all changes in the Board Policies and Regulations within seven (7) days of publication so that LRCFT can maintain an up-to-date record of current policies of the District.
- 19.3.4 The District shall forward to LRCFT, within five (5) working days after each payroll distribution date, all LRCFT dues and fees subject to payroll deduction.
- 19.3.5 The District will provide safety information and inform the Federation as soon as practicable regarding any emergency actions that may or may not require the temporary closure of District facilities. Nothing in this section shall be interpreted to limit the District's authority to take emergency action in the event of a health or safety emergency.
- 19.3.6 Other Information

The District shall provide other information that is generally available to it and to which the LRCFT has a legal right to access, in a timely manner and as mutually agreed by the parties.

- 19.3.6.1 When a unit member has requested a reasonable accommodation under the Americans with Disabilities Act (ADA), the District shall comply with the ADA. If any proposed accommodation affects a material, substantial or significant change in working conditions for any unit member, the District will provide to the LRCFT information necessary for the Federation to carry out its obligations under the ADA.
 - 19.3.6.1.1 Such information shall be limited to that which is agreed upon by the LRCFT and the District as necessary to fulfill the District's role in supporting the accommodation interactive process.
 - 19.3.6.1.2 The LRCFT shall be bound by the ADA's confidentiality requirements.
 - 19.3.6.1.3 When a unit member makes a written request for LRCFT representation in the accommodation process, the District shall provide to the Federation all information pertinent to such request.

19.4 College Membership Meetings and College Representative Meetings

19.4.1 On twenty-four (24) hour notice to the College President or Area Dean, the LRCFT College President shall have the right to schedule college membership meetings during normal operating hours in the buildings of the college provided that no member shall be released from their scheduled classes or office hours for such meetings. After such a college membership meeting has been scheduled, no meetings involving members shall be scheduled or held at the same time, and the College President or Area Dean shall so inform the faculty. Meetings shall not interfere with previously scheduled meetings of faculty.

19.5 Copies of This Agreement

Copies of this Agreement shall be printed at the expense of the District after it becomes effective. The Agreement shall be available in digital format on the District's Human Resources website, and up to 100 copies made available to the LRCFT upon request during the term of this agreement.

19.6 District Indemnification

19.6.1 LRCFT shall indemnify the District and hold it harmless from any suits, claims, demands, or liabilities that shall be taken by the District for the purpose of complying with the foregoing provisions of this article, or in reliance on any list or certificate which shall have been furnished to it under any of such provisions.