

TEXAS SCHOOL FOR THE DEAF

EMPLOYEE RIGHTS AND PRIVILEGES:
FREEDOM OF ASSOCIATION

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POLITICAL PARTICIPATION The School will not, directly or indirectly, require or coerce any teacher to refrain from participating in political affairs in his or her community, state, or nation.
Education Code 21.407(b)

ASSOCIATION MEMBERSHIP The School will not directly or indirectly require or coerce any teacher to join any group, club, committee, organization, or association. Teachers maintain the right to join or refuse to join any professional association or organization.
Education Code 21.407(a), 21.408

LABOR ORGANIZATIONS The School will not deny employment because of the individual's membership or nonmembership in a labor organization.
Gov't Code 617.004

"Labor organization" means any organization in which employees participate that exists, in whole or in part, to deal with one or more employers concerning grievances, labor disputes, wages, hours of employment, or working conditions.
Gov't Code 617.001

COLLECTIVE BARGAINING PROHIBITED The Board may not enter into a collective bargaining contract with a labor organization regarding wages, hours, or conditions of employment of School employees; nor shall it recognize a labor organization as the bargaining agent for a group of employees.
Gov't Code 617.002

STRIKES PROHIBITED School employees may not strike or engage in an organized work stoppage against the School. However, an individual employee maintains the right to cease work if the individual is not acting in concert with others in an organized work stoppage.
Gov't Code 617.003(a), (c)

PENALTIES Any employee who participates in a strike or organized work stoppage shall forfeit all reemployment rights and any other rights, benefits, or privileges he or she enjoys as a result of public employment or former public employment.
Gov't Code 617.003(b)

EMPLOYEE RESPONSIBILITIES An employee's participation in community, political, or employee organization activities will be entirely voluntary and at no time may the participation:

- 1. Interfere with the employee's performance of assigned duties and responsibilities.
- 2. Result in any political or social pressure being placed on students, parents, or staff.
- 3. Involve trading on the employee's position or title with the School.

Issued: 05-29-82

Adopted: 05-29-82

Amended: 06-03-89
03-27-93
10-13-95
08-05-04
02-16-18