
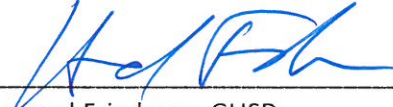


ARTICLE 3 — ASSOCIATION RIGHTS

Section 17. Employee Representation

a. When an administrator has a conference with an employee where it is evident that the employee is the focus of a possible disciplinary action or a probable "does not meet standards" overall evaluation rating, or regarding general working conditions, the employee shall be permitted to be accompanied by a representative of their choice. Any such meeting shall be held during the contractual workday. Coverage shall be provided, if needed, to accommodate representation, which shall take place within 7 working days. An administrator shall notify the employee of the nature of the meeting at the time of the requested conference. ~~the employee shall be permitted, upon request, to be accompanied and represented by an Association representative.~~ Non-availability of the representative for more than a reasonable time shall not delay the conference.

b. When an employee requests a meeting with an administrator over any contractual issue, they have the right to bring a representative of their choice. The meeting shall take place within 7 working days. An employee initiated meeting shall not require coverage unless mutually agreed upon by the employee and the administrator.

	<u>8-19-14</u>		<u>8/19/14</u>
Marcelyn Bible, GTA	Date	Howard Friedman, GUSD	Date