

## ARTICLE 3: EMPLOYEE RIGHTS

1 The District and the Association recognize the rights of employees to form, join, and participate in  
2 activities of employee organizations and the equal alternative right of employees to refuse to form, join,  
3 and participate in such activities.

### 4 **Maintenance of Membership**

5 An Association member is expected to maintain membership in SCFA for the duration of the Agreement.  
6 Faculty members may join the Association at any time during the Agreement. Any faculty member  
7 desiring to terminate membership may only do so during the termination period from April 1 to June 30  
8 of each academic year.

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