

# ASDCE Membership Rights & Privileges

*The Association of San Diego County Employees Constitution and Bylaws guarantee membership rights and privileges to all members in good standing. Being a "Member in Good Standing" means that as an ASDCE member, you pay your dues and have had no adverse actions against the Association.*

## Membership Without Favor or Discrimination

Membership and its rights and privileges, shall be available (*without favor or discrimination because of race, color, sex, marital status, sexual orientation, age, national origin, political, or religious opinions or affiliations or physical handicaps*) to all County of San Diego Crafts Bargaining Unit (CR) employees, and all Construction, Maintenance, Operations, and Repair Bargaining Unit (CM) employees.

## The Right to Vote

Only members can vote. Every member in good standing, by virtue of their membership in this Association, has the right to participate in this Association by voting in elections to the Board of Directors and by voting on all matters that come before the general membership including ratification of labor contracts. It takes a majority vote of ASDCE members to ratify a negotiated labor agreement. Only ASDCE members can serve on the bargaining committee in negotiations.

## The Right to Representation

Individual CR and CM bargaining unit employees who are members of ASDCE shall be provided representation in good faith. Individual member representation includes the highest level of representation in the respective process. The ASDCE Member Advocacy Committee reviews cases to determine "just cause" merits in order to advance cases to the highest level in their respective process.

## The Right to be Represented in Contract Negotiations

All CR and CM bargaining unit employees shall have the right to be represented in contract negotiations and authorizes this Association to act as their bargaining representative in contract negotiations between the Association of San Diego County Employees and the County of San Diego.

## The Right to Run for Election to the Board of Directors

Every eligible member in good standing in this Association has the right to run for any vacant positions on the Board and, if elected to serve on the Board of Directors as a Director or Executive Officer per the Bylaws.

## The Right to Serve on Committees

Members have the right to serve on committees according to the Bylaws.