

MONTEREY PENINSULA COLLEGE
GOVERNING BOARD POLICIES

5000 SERIES PERSONNEL

A. All Employees

5040 Civil Rights of Employees

1. Political

The Governing Board recognizes the right of any employee to take or refrain from taking a stand on a political issue and to support or oppose any issue or candidate. Such activities, however, must be conducted on the employee's own time and he/she must not use materials, equipment, telephones, or clerical time furnished by the District. Employees will exercise reasonable care to show that they are acting in their capacity as private citizens.

2. Organizational

Employees have the right to form, join, and participate in lawful activities of employee organizations. They also have the right to refuse to form, join, or participate in employee organization activities. However, employees represented by MPCEA/CSEA must pay dues, a service fee, or make a contribution in the same amount to a District-designated scholarship or foundation.

Reference: Government Code 3540 et. seq.
First Amendment, U.S. Constitution.
Education Code 7050 et. seq.
Article I, Section 2, California Constitution.
MPCCD/MPCEA Agreement.
Governing Board Policy 3120.

Formerly Governing Board Policy 5.7.

Revised, Renumbered and Adopted: May 10, 1989.