

ARTICLE I: MEMBERSHIP

I. Discrimination:

There shall be no discrimination or restriction on membership because of race, color, creed, national origin, sex, age, religion, citizenship, sexual orientation or disability.

II. Scope of Representation

The Association is required to represent all employees in the bargaining unit only in the negotiation of the wages, hours and terms and conditions of employment, or as otherwise required by law, and not in any grievance (including grievances from letters of reprimand and layoff/reduction-in-hours in lieu of layoff procedures), arbitration or disciplinary action unless the employee or employees involved is or are a dues-paying member of the Association.

III. Membership:

There shall be three classes of membership in this Association.

Active

Active Members shall include ALL full-time positions covered within the Probation Non-Supervisory Labor Agreement who have signed an affirmative consent to pay dues and eligible members on leave of absence as approved by the Department, except those specifically excluded in the below section, Associate Members.

Associate

Associate Members shall include but are not limited to Probation Aides (On Call) and Retired Annuitants ~~performing duties~~ covered by the Probation Non-Supervisory MOU who have signed an affirmative consent to pay dues.

Associate Members shall not be eligible to vote in any election, for any contract, or any other vote and shall not be eligible to hold any office position within the Association.

Honorary

Honorary Members shall include any member appointed by the President subject to a majority vote of the Board. Honorary membership may include but is not limited to; an active member who was in good standing upon their retirement,

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widows of SCPA members, orphans of SCPA members, local dignitaries and persons supportive of this Association goals.

Honorary Members shall not be eligible to vote in any election, for any contract, or any other vote and shall not be eligible to hold any office position within the Association. Honorary Members shall be limited to participation in non-business events of this Association as designated by the Board. Any Honorary Members may be removed by a vote of the Board.

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ARTICLE II: DUES

IV. Non-Members:

~~As per contract, all those not members shall pay a "fair share fee" in accordance with the Agency Shop provisions under Article III of the current Memorandum of Understanding (MOU).—A Non-Members is/are any Sacramento County Probation Department Employee, covered within/by the Probation Non-Supervisory Labor Agreement, who has not signed an affirmative consent to pay dues. Non-Members shall pay no dues to the Association and are not entitled to any voting rights, offices or other benefits of union membership. The Association shall only provide representation to Non-Members only as outlined in Article I, Section II of these Bylaws.~~