

EMPLOYEE ORGANIZATION RIGHTS**EMPLOYEE ORGANIZATION**

	Type I	Type II	Type III	Type IV
1. Use of school district buildings and facilities at reasonable times	Yes	Yes	Yes	Yes
2. Use of school district furnished bulletin boards	Yes (school district must provide bulletin board)	Yes	Yes	Yes
3. Use of school district mail service	Yes (see C.5.)	No	Yes	Yes
4. Use of school district telephones during nonwork hours for a reasonable number of local calls	Yes	Yes	Yes	Yes
5. Payroll deductions: a. Dues	Yes	No	Yes	Yes
b. Organization-sponsored benefit plants	Yes	Yes	Yes	Yes
6. Access to employees at their work locations: a. For organization business (nonwork hours only)	Yes (refer to appropriate collective negotiations contract for specific requirements)	Yes	Yes	Yes
b. For processing grievances and complaints (includes work hours with released time)	Yes (refer to appropriate collective negotiations contract for specific requirements)	No	No	No