

**VENTURA COUNTY OFFICE OF EDUCATION**

**SUPERINTENDENT POLICY NO. 4140**

**ADOPTED: 02/14/96**

**CLASSIFICATION: Personnel**

**REVISED:**

**SUBJECT: Organizations/Units**

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The Superintendent recognizes the right of public school employees to form bargaining units, select an employee organization as the exclusive representative of their unit, and be represented by that organization in their employment relationship with VCOE.

The Superintendent is committed to negotiating in good faith and respecting the rights of employees and employee organizations. As required by law, the Superintendent shall negotiate only with the exclusive representative of each bargaining unit.

Employees shall not be intimidated, restrained, coerced or discriminated against, either by VCOE or by employee organizations, because of their membership or non-membership in an employee organization.

Legal Reference:

GOVERNMENT CODE

3540-3549.3 Educational Employment Relations Act