

ARTICLE IV
EMPLOYEE RIGHTS

- A. The Board and the Association shall not discriminate against any employee on the basis of race, color, creed, age, gender, national origin, political affiliation, domicile, marital status or disability.

- B. The District and the Association recognizes the right of employees to form, join, and participate in lawful activities of employee organizations and the equal alternative right of employees to refuse to form, join and participate in employee organization activities.

- C. Employees who may be required to use their own automobiles in the performance of duties, or who are assigned to more than one (1) work location per day, shall be reimbursed at a per-mile rate according to IRS guidelines.