

## **ARTICLE II -- RECOGNITION/NON-DISCRIMINATION**

### **Section 1. Recognition**

As a result of the Order of the Public Employees Relations Commission (PERC), Case No. RC-97-018, on February 20, 1998, and of the subsequent certification of the Representation/Certification election held April 21, 1998, the School Board of Miami-Dade County recognizes DCSAA, Local 77, as the exclusive bargaining agent for all School Board employees within the bargaining unit, as specified in Appendix A, for the purposes of collective bargaining with respect to wages, hours, and terms and conditions of employment.

### **Section 2. Non-Discrimination**

The Union agrees to continue to admit persons to membership without discrimination on the basis of race, religion, color, national origin, gender, disability, age, marital status, sexual orientation, or linguistic preference and to represent equally, in collective bargaining, all employees without regard to membership or participation in, or association with, the activities of the Union.

The School Board agrees to continue its policy of not discriminating against any employee on the basis of race, religion, color, national origin, gender, marital status, sexual orientation, linguistic preference, disability, or age. The School Board further agrees to continue its policy of not discriminating against any employee on the basis of membership, participation in or association with or failure to participate or associate with the Union. Complaints regarding this Section are not subject to the grievance/arbitration process. Such complaints may be addressed through the appropriate School Board Rule, state and federal agencies, and/or the court system.