

stand in the place of the section so repealed, providing for the designation of an employee organization as the exclusive representative of public school employees in a specified unit or units in the counties and in Baltimore City, where qualifying provisions are met, and for such representative to serve as negotiating agent for such employees; to provide for procedures in the event of impasse in negotiations between such agent and a public school employer; ~~and~~ to prohibit strikes by employee organizations; AND PROVIDING FOR THE DUTIES OF CERTAIN STATE AND LOCAL OFFICIALS AND AGENCIES IN RELATION TO THIS ACT.

SECTION 1. *Be it enacted by the General Assembly of Maryland, That Section 175 of Article 77 of the Annotated Code of Maryland (1965 Replacement Volume), title "Public Education," subtitle "Chapter 15, Teachers' Associations," be and it is hereby repealed, and that new Section 175 be and it is hereby enacted in lieu of the section so repealed and to read as follows:*

175.

(a) *As used herein:*

(1) *"Employee organization" means any organization which includes certificated employees of a public school employer, and persons of equivalent status in Baltimore City, and which has as one of its primary purposes the representation of such employees in their relations with that public school employer.*

(2) *"Public school employer" means a county board of education or the Board of School Commissioners of Baltimore City.*

(3) *"Public school employee" means any certificated professional person employed by a public school employer, or any person of equivalent status in Baltimore City so employed, EXCEPT THE SUPERINTENDENT OF SCHOOLS AND PERSONS DESIGNATED BY THE PUBLIC SCHOOL EMPLOYER TO ACT IN A NEGOTIATING CAPACITY AS SPECIFIED IN SUBSECTION (H) (1) OF THIS SECTION.*

(b) *Public school employees shall have the right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of being represented as to all matters of employment conditions and employer-employee relations, including, but not limited to, salaries, wages, hours and other terms and conditions of employment RELATING TO SALARIES, WAGES, HOURS AND OTHER WORKING CONDITIONS. An employee organization may establish reasonable restrictions regarding who may join and may make reasonable provisions for the dismissal of individuals from membership.*

(c) *Public school employees shall also have the right to refuse to join or participate in the activities of employee organizations.*

(d) *No later than June 15, 1968 in each county, and no later than ~~November 30~~ JUNE 15, 1969 in Baltimore City, the public school employer shall designate, as hereinafter provided, which, if any, employee organization shall be the exclusive representative of all public school employees in a specified unit in such county or Baltimore City. The determination of the composition of the unit shall be made by the*