

ONE EMPLOYEE ORGANIZATION IS ON THE BALLOT, (2) NO EMPLOYEE ORGANIZATION OBTAINS A MAJORITY OF THE VOTES AND (3) THERE IS NOT A MAJORITY VOTING FOR "NO EXCLUSIVE REPRESENTATION," THE TWO CHOICES ON THE BALLOT RECEIVING THE HIGHEST NUMBER OF VOTES SHALL BE PLACED ON A BALLOT FOR A RUNOFF ELECTION, TO BE HELD IN THE SAME MANNER AS THE ORIGINAL ELECTION. THE PUBLIC SCHOOL EMPLOYER SHALL PROVIDE SUCH ASSISTANCE AS MAY BE REQUIRED IN CONDUCTING THE ELECTIONS.

(F) THE DESIGNATION OF AN EXCLUSIVE REPRESENTATIVE SHALL BE FOR A MINIMUM PERIOD OF TWO YEARS. THEREAFTER, ORGANIZATIONS SHALL CONTINUE TO SERVE AS EXCLUSIVE REPRESENTATIVE UNTIL ANOTHER ELECTION IS CONDUCTED. SUBSEQUENT ELECTIONS MAY BE HELD ONLY AFTER THE EXPIRATION OF THE TWO-YEAR PERIOD, UPON PETITION, SIGNED BY MORE THAN TWENTY PERCENT (20%) OF THE PUBLIC SCHOOL EMPLOYEES IN THE UNIT OF THE COUNTY [[OR BALTIMORE CITY]]. ALL ELECTIONS SHALL BE CONDUCTED IN THE SAME MANNER AS PROVIDED HERETOFORE, IN SUBSECTION (E) HEREOF. ALL SIGNATURES TO A PETITION REQUESTING SUBSEQUENT ELECTIONS MUST BE OBTAINED WITHIN NINETY (90) DAYS PRIOR TO THE ELECTION DATE.

(G) AN EMPLOYEE ORGANIZATION DESIGNATED AS AN EXCLUSIVE REPRESENTATIVE SHALL SERVE AS THE NEGOTIATING AGENT OF ALL PUBLIC SCHOOL EMPLOYEES IN THE UNIT IN THE COUNTY [[OR BALTIMORE CITY]]. ALL PUBLIC SCHOOL EMPLOYEES SHALL BE PERMITTED ALL THE RIGHTS GRANTED HEREIN; AND AN EMPLOYEE ORGANIZATION DESIGNATED AS EXCLUSIVE REPRESENTATIVE OF THE EMPLOYEES IN A UNIT MUST REPRESENT FAIRLY AND WITHOUT DISCRIMINATION ALL EMPLOYEES IN THE UNIT WITHOUT REGARD TO WHETHER THE EMPLOYEES ARE MEMBERS OF THE EMPLOYEE ORGANIZATION.

(H) (1) A PUBLIC SCHOOL EMPLOYER, OR REPRESENTATIVES IT DESIGNATES, NOT LESS THAN TWO IN NUMBER, SHALL MEET AND NEGOTIATE WITH TWO OR MORE REPRESENTATIVES OF THE EMPLOYEE ORGANIZATION DESIGNATED AS THE EXCLUSIVE NEGOTIATING AGENT FOR THE PUBLIC SCHOOL EMPLOYEES IN A UNIT OF THE COUNTY [[OR BALTIMORE CITY]], UPON REQUEST, WITH REGARD TO ALL MATTERS RELATING TO SALARIES, WAGES, HOURS, AND OTHER WORKING CONDITIONS.

(2) THE TERM "NEGOTIATE" AS USED HEREIN INCLUDES THE DUTY TO CONFER IN GOOD FAITH, AT ALL REASONABLE TIMES, AND TO REDUCE TO WRITING THE MATTERS AGREED UPON AS THE RESULT OF THE NEGOTIATIONS, AND THE AGREEMENTS MAY INCLUDE A PROVISION FOR THE BINDING ARBITRATION OF GRIEVANCES ARISING UNDER THOSE TERMS OF THE AGREEMENT THAT THE PARTIES HAVE AGREED TO BE ARBITRATABLE.

(3) THE DESIGNATION OF REPRESENTATIVES BY