

(10) "EMPLOYEE ORGANIZATION" MEANS ANY ORGANIZATION OF EMPLOYEES WHICH HAS AS ONE OF ITS PRIMARY PURPOSES REPRESENTING LAW ENFORCEMENT EMPLOYEES IN COLLECTIVE BARGAINING.

(11) "EXCLUSIVE REPRESENTATIVE" MEANS AN EMPLOYEE ORGANIZATION THAT HAS BEEN CERTIFIED BY THE COMMISSIONER AS REPRESENTING THE EMPLOYEES OF THE BARGAINING UNIT.

(12) "FACT-FINDING" MEANS IDENTIFICATION OF THE MAJOR ISSUES IN A PARTICULAR IMPASSE, REVIEW OF THE POSITIONS OF THE PARTIES AND RESOLUTION OF FACTUAL DIFFERENCES BY AN IMPARTIAL INDIVIDUAL OR PANEL, AND THE MAKING OF RECOMMENDATIONS FOR SETTLEMENT OF THE IMPASSE.

(13) "GRIEVANCE" MEANS A DISPUTE CONCERNING THE APPLICATION OR INTERPRETATION OF THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT OR THE RULES AND REGULATIONS OF THE MNCPPC.

(14) "IMPASSE" MEANS FAILURE OF THE MNCPPC AND AN EXCLUSIVE REPRESENTATIVE TO ACHIEVE AGREEMENT AT LEAST 30 DAYS BEFORE THE DATE THAT THE MNCPPC BUDGET IS DUE FOR SUBMISSION TO THE MONTGOMERY COUNTY COUNCIL AND THE PRINCE GEORGE'S COUNTY COUNCIL.

(15) "MEDIATION" MEANS ASSISTANCE BY AN IMPARTIAL 3RD PARTY TO RECONCILE A DISPUTE ARISING OUT OF COLLECTIVE BARGAINING THROUGH INTERPRETATION, SUGGESTION, AND ADVICE.

(16) "STRIKE" MEANS AN EMPLOYEE'S REFUSAL, IN CONCERTED ACTION WITH OTHERS, TO REPORT FOR DUTY, OR WILLFUL ABSENCE FROM THE POSITION, OR STOPPAGE OF WORK, OR ABSTINENCE IN WHOLE OR IN PART FROM THE PROPER PERFORMANCE OF THE DUTIES OF EMPLOYMENT, FOR THE PURPOSE OF INDUCING, INFLUENCING, OR COERCING A CHANGE IN THE WAGES, HOURS, OR OTHER TERMS AND CONDITIONS OF EMPLOYMENT.

(17) "SUPERVISORY EMPLOYEE" MEANS AN EMPLOYEE WHO SERVES AT THE RANK OR TITLE OF CAPTAIN AND ABOVE.

(B) IF A DISPUTE EXISTS THAT CONCERNS THE ELIGIBILITY OF AN EMPLOYEE IN THE BARGAINING UNIT, THE DISPUTE SHALL BE SUBMITTED TO A NEUTRAL 3RD PARTY WHO IS MUTUALLY AGREED ON FROM A LIST PROVIDED BY THE AMERICAN ARBITRATION ASSOCIATION OR THE FEDERAL MEDIATION AND CONCILIATION SERVICE FOR A FINAL AND BINDING ARBITRATION.

(C) (1) AFTER JULY 1, 1986, AN ELECTION FOR AN EXCLUSIVE REPRESENTATIVE SHALL BE CONDUCTED BY THE COMMISSIONER.

(2) A PETITION FOR AN ELECTION MAY BE SUBMITTED BY:

(I) AN EMPLOYEE ORGANIZATION THAT DEMONSTRATES THAT 30 PERCENT OF THE POLICE OFFICERS IN A BARGAINING UNIT WISH TO BE REPRESENTED FOR COLLECTIVE BARGAINING BY AN EXCLUSIVE REPRESENTATIVE;