

(c) (1) In Montgomery County and Baltimore City, the public school employer may negotiate with the employee organization designated as the exclusive representative for the public school employees in a unit, a reasonable service or representation fee, to be charged nonmembers for representing them in negotiations, contract administration, including grievances, and other activities as are required under subsection (b) of this section.

(2) The service or representation fee may not exceed the annual dues of the members of the organization.

(3) An employee who is a substitute teacher and who works on a short-term day-to-day basis is not required to pay a service or representation fee.

(4) An employee whose religious beliefs are opposed to joining or financially supporting any collective bargaining organization is:

(i) Not required to pay a service or representation fee, and

(ii) Required to pay an amount of money as determined in subsection (c)(2) of this section to a nonreligious, nonunion charity or to such other charitable organization as may be mutually agreed upon by the employee and the exclusive representative, and who furnishes to the public school employer and the exclusive representative written proof of such payment.

(D) IN ALLEGANY COUNTY AND WASHINGTON COUNTY, THE PUBLIC SCHOOL EMPLOYER MAY NEGOTIATE WITH THE EMPLOYEE ORGANIZATION DESIGNATED AS THE EXCLUSIVE REPRESENTATIVE FOR THE PUBLIC SCHOOL EMPLOYEES IN A UNIT, A REASONABLE SERVICE OR REPRESENTATION FEE, TO BE CHARGED NONMEMBERS FOR REPRESENTING THEM IN NEGOTIATION, ~~CONTACT~~ CONTRACT ADMINISTRATION, INCLUDING GRIEVANCES, AND OTHER ACTIVITIES SPECIFIED UNDER SUBSECTION (B) OF THIS SECTION.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 1987.

Approved June 2, 1987.

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