

4-508.

~~(A) AN EMPLOYER AND THE EXCLUSIVE REPRESENTATIVE MAY USE A MEDIATOR IN COLLECTIVE BARGAINING IF:~~

~~(1) THE EMPLOYER AND THE EXCLUSIVE REPRESENTATIVE MUTUALLY AGREE; OR~~

~~(2) AN IMPASSE EXISTS AND THE EMPLOYER OR EXCLUSIVE REPRESENTATIVE REQUESTS MEDIATION.~~

~~(B) THE EMPLOYER AND EXCLUSIVE REPRESENTATIVE SHALL SELECT A MEDIATOR FROM A LIST SUPPLIED BY THE AMERICAN ARBITRATION ASSOCIATION OR THE FEDERAL MEDIATION AND CONCILIATION SERVICE.~~

4-509.

~~(A) BY MUTUAL AGREEMENT, THE EMPLOYER AND EXCLUSIVE REPRESENTATIVE MAY ENGAGE IN FACT-FINDING.~~

~~(B) IF THERE IS AN IMPASSE AND MUTUAL AGREEMENT, EITHER PARTY MAY REQUEST THE APPOINTMENT OF A FACT-FINDER.~~

~~(C) (1) THE EMPLOYER AND EXCLUSIVE REPRESENTATIVE MAY SELECT A FACT-FINDER FROM A LIST SUPPLIED BY THE AMERICAN ARBITRATION ASSOCIATION OR THE FEDERAL MEDIATION AND CONCILIATION SERVICE.~~

~~(2) IF THE PARTIES ARE UNABLE TO AGREE ON A FACT-FINDER, THE FACT-FINDER SHALL BE SELECTED UNDER THE RULES OF THE ORGANIZATION THAT PROVIDES THE LIST.~~

~~(D) (1) A FACT-FINDER:~~

~~(I) SHALL HOLD HEARINGS;~~

~~(II) MAY ADMINISTER OATHS; AND~~

~~(III) SHALL MAKE WRITTEN FINDINGS OF FACT AND RECOMMENDATIONS FOR RESOLUTION OF THE IMPASSE.~~

~~(2) NOT LATER THAN 30 DAYS AFTER THE DATE OF APPOINTMENT, THE FACT-FINDER SHALL TRANSMIT THOSE FINDINGS TO THE EMPLOYER AND EXCLUSIVE REPRESENTATIVE.~~

~~(3) IF THE IMPASSE CONTINUES FOR 10 DAYS AFTER THE FINDINGS ARE SUBMITTED TO THE PARTIES, THE FINDINGS SHALL BE MADE AVAILABLE TO THE PUBLIC.~~

4-510.

~~(A) THE TERMS OF AN AGREEMENT BETWEEN AN EMPLOYER AND AN EXCLUSIVE REPRESENTATIVE SHALL SUPERSEDE ANY CONFLICTING RULES, REGULATIONS, OR ADMINISTRATIVE POLICIES OF THE EMPLOYER.~~