

(1) SERVE AS THE SOLE AND EXCLUSIVE BARGAINING AGENT FOR ALL EMPLOYEES IN THE BARGAINING UNIT;

(2) REPRESENT FAIRLY AND WITHOUT DISCRIMINATION ALL EMPLOYEES IN THE BARGAINING UNIT, WHETHER OR NOT THE EMPLOYEES ARE MEMBERS OF THE EMPLOYEE ORGANIZATION OR ARE PAYING DUES OR OTHER CONTRIBUTIONS TO IT OR PARTICIPATING IN ITS AFFAIRS; AND

(3) PROMPTLY FILE WITH THE BOARD ALL CHANGES AND AMENDMENTS TO THE ORGANIZATION'S GOVERNING DOCUMENTS.

SUBTITLE 5. COLLECTIVE BARGAINING PROCESS.

3-501.

~~(A) IN THIS SUBTITLE THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.~~

~~(B) "IMPASSE" MEANS A FAILURE TO REACH AN AGREEMENT IN THE COLLECTIVE BARGAINING PROCESS AFTER REASONABLE TIME AND EFFORT BY THE PARTIES INVOLVED IN COLLECTIVE BARGAINING.~~

~~(C) "MEDIATION" MEANS AN EFFORT BY AN IMPARTIAL THIRD PARTY TO ASSIST CONFIDENTIALLY IN RESOLVING A DISPUTE ARISING OUT OF COLLECTIVE BARGAINING USING INTERPRETATION, SUGGESTION, AND ADVICE TO RESOLVE THE DISPUTE.~~

~~(D) "FACT FINDING" MEANS AN INVESTIGATION OF AN UNRESOLVED DISPUTE ARISING OUT OF COLLECTIVE BARGAINING, SUBMITTING A REPORT DEFINING THE UNRESOLVED ISSUES, REPORTING AND ANALYZING THE FACTS RELATING TO THOSE ISSUES, AND MAKING RECOMMENDATIONS TO RESOLVE THE DISPUTE.~~

3-502.

(A) (1) THE GOVERNOR SHALL DESIGNATE ONE OR MORE REPRESENTATIVES TO PARTICIPATE AS A PARTY IN COLLECTIVE BARGAINING ON BEHALF OF THE STATE.

(2) THE EXCLUSIVE REPRESENTATIVE SHALL DESIGNATE ONE OR MORE REPRESENTATIVES TO PARTICIPATE AS A PARTY IN COLLECTIVE BARGAINING ON BEHALF OF THE EXCLUSIVE REPRESENTATIVE.

(B) THE PARTIES SHALL MEET AT REASONABLE TIMES AND ENGAGE IN COLLECTIVE BARGAINING IN GOOD FAITH.

(C) THE PARTIES SHALL MAKE EVERY REASONABLE EFFORT TO CONCLUDE NEGOTIATIONS IN A TIMELY MANNER FOR INCLUSION BY THE PRINCIPAL UNIT IN ITS BUDGET REQUEST TO THE GOVERNOR.

(D) (1) THE PARTIES, THE GOVERNOR'S DESIGNEE, AND THE EXCLUSIVE REPRESENTATIVE SHALL EXECUTE A WRITTEN AGREEMENT MEMORANDUM OF UNDERSTANDING INCORPORATING ALL MATTERS OF AGREEMENT REACHED.