

(d) (1) The MNCPPC shall extend to an employee organization certified as the exclusive representative the right to represent the employees in collective bargaining and in the settlement of grievances.

(2) An employee organization certified as the exclusive representative shall serve as the bargaining agent for the bargaining unit. The organization shall represent fairly and without discrimination all public employees without regard to whether the employees are members of the employee organization.

(3) Every employee organization which has or seeks certification as an exclusive representative shall file with the MNCPPC and the Commissioner, a copy of the employee organization's constitution and bylaws. All changes and amendments to the constitution and bylaws shall be promptly reported.

(4) Every employee organization shall file an annual report with the MNCPPC and the Commissioner. The annual report shall include a financial report:

(i) Signed by its president and treasurer or corresponding principal officers; and

(ii) Contain information in such detail as necessary to accurately disclose its financial condition and operations.

(5) The constitution or bylaws of every employee organization shall provide:

(i) A pledge that the organization will accept members without regard to age, race, sex, religion, marital status, or national origin;

(ii) Accurate accounts of all income and expenses and an annual financial report. The accounts shall be open for inspection by any member of the organization;

(iii) Periodic elections by secret ballot subject to recognized safeguards;

(iv) That individual members have the right to participate in the affairs of the organization; and

(v) Fair and equitable procedures in disciplinary actions.

(6) An employee organization that has not filed an annual report or whose constitution and bylaws do not conform to the requirements of subsection (d)(5) of this section may not be or remain certified for the purpose of negotiating with the MNCPPC.

(e) (1) The certified employee organization and the MNCPPC have the obligation to engage in collective bargaining. This obligation does not compel either party to agree to a proposal or to make a concession to the other.

(2) [It is declared to be in the public interest that, in the course of collective bargaining, the MNCPPC and the exclusive representative make every