

ERAL AND IN PUBLIC UTILITIES IN PARTICULAR THROUGHOUT THE NATION AND IN THE STATE OF MARYLAND.

(IV) THE SECURITY AND TENURE OF EMPLOYMENT WITH DUE REGARD FOR THE EFFECT OF TECHNOLOGICAL CHANGES THEREON AS WELL AS THE EFFECT OF ANY UNIQUE SKILLS AND ATTRIBUTES DEVELOPED IN THE INDUSTRY.

(V) SUCH OTHER FACTORS NOT CONFINED TO THE FOREGOING WHICH ARE NORMALLY OR TRADITIONALLY TAKEN INTO CONSIDERATION IN THE DETERMINATION OF WAGES, HOURS AND CONDITIONS OF EMPLOYMENT THROUGH VOLUNTARY COLLECTIVE BARGAINING, ARBITRATION OR OTHERWISE BETWEEN THE PARTIES OR IN THE INDUSTRY.

(6) THE EMERGENCY BOARD SHALL BE EMPOWERED IN ITS ORDER TO APPORTION BETWEEN THE PARTIES TO ANY ARBITRATION PROCEEDING, THE FEES AND EXPENSES OF THE ARBITRATORS AS THE SAME SHALL BE FIXED BY THE GOVERNOR.

~~(3)~~ (7) *The Emergency Board shall conduct its hearing and make and file its findings and recommendations with the Governor within a period of thirty days after the submission of such dispute, unless the parties shall mutually agree to extend the period. Prior to the filing of the findings and recommendations and for ten days thereafter, no change shall be made, except by mutual agreement of the parties, in the rates of pay, wages, hours or other terms or conditions of employment in effect prior to the time the events giving rise to the dispute took place and there shall be no interruption in the rendering of public utility services by the parties to the dispute.*

12G. Seizure. (1) *Whenever the Governor finds that as a result of a labor dispute an interruption of the rendering of public utility services has occurred or is imminently threatened which would curtail the availability of such services to such an extent as to endanger the health or safety OR GENERAL WELFARE of any community and that such dispute either (a) has not been settled under the procedures established by ~~Sub-section~~ SECTION 12F or (b) is of such a nature that those procedures cannot be applied thereto, he shall thereupon declare that an emergency exists in respect to such services. During such emergency the Governor may take possession and operate in whole or in part any plant or facility of , FACILITY OR PROPERTY, INCLUDING FUNDS OF THE UTILITY WHICH IS a party to the dispute the full or partial operation of which by the ~~Free~~ State he deems to be necessary as a result of such dispute, in order to safeguard the public health or safety. Such power and authority may be exercised through any department or agency of the State and with the assistance of such public or private instrumentalities or persons as may be designated by the Governor. Such plant or facility shall be operated for the account of the person operating it immediately prior to the seizure; provided, that such person shall have the right to elect, by written notice filed with the Governor within ten days after such seizure, to waive all claims to the proceeds of such operation, and to receive in lieu thereof fair*