

after the expiration of the two year period, upon petition, signed by more than twenty percent (20%) of the public school employees in said unit of said county or Baltimore City. All such elections shall be conducted in the same manner as provided heretofore, in subsection (e) hereof. All signatures to a petition requesting subsequent elections must be obtained within ninety (90) days prior to said election date.

(g) An employee organization designated as an exclusive representative shall serve as the negotiating agent of all public school employees in the unit in such county or Baltimore City. An employee organization designated as exclusive representative of the employees in a unit must represent fairly and without discrimination all employees in the unit without regard to whether such employees are members of such employee organization.

(h)(1) A public school employer, or such representatives as it may designate, who shall not be less than two in number, shall meet and negotiate with two or more representatives of the employee organization so designated as the exclusive negotiating agent for the public school employees in a unit of said county or Baltimore City, upon request, with regard to all matters relating to salaries, wages, hours and other working conditions.

(2) The term "negotiate" as used herein shall include the duty to confer in good faith, at all reasonable times, and to reduce to writing the matters agreed upon as the result of such negotiations.

(3) The designation of such representatives by the employer as provided herein shall not preclude such employee organization from appearing before, or making proposals to the public school employer at any public meeting or hearing.

(i) If upon the request of either party the State Superintendent of Schools determines from the facts that an impasse is reached in negotiations between a public school employer and an employee organization designated as an exclusive negotiating agent, the assistance and advice of the State Board of Education may be requested, with the consent of both parties. In the absence of such consent, upon the request of either party, a panel shall be named to aid in the resolution of differences, Such panel shall contain three persons, one to be appointed by each party within three (3) days, and the third to be selected by the other two within ten (10) days from the date of said request. The State Board of Education, or the panel selected, shall meet with the parties to aid in the resolution of differences, and, if the matter is not otherwise resolved shall make a written report and recommendation within thirty (30) days from the date of said request. Copies of such report shall be sent to representatives of both the public school employer and the employee organization. All costs of mediation shall be shared by the public school employer and the employee organization.

(j) Public school employers and employee organizations shall not interfere with, intimidate, restrain, coerce or discriminate against public school employees because of the exercise of their rights under subsections (b) and (c) hereof.

(k) Nothing contained herein shall be deemed to supersede other provisions of this Code and the rules and regulations of public school employers which may establish and regulate tenure. Notwithstanding