

ANNE ARUNDEL COUNTY

RELATIONSHIPS BETWEEN THE COUNTY AND ITS EMPLOYEES AND TO PROTECT THE PUBLIC BY ASSURING AT ALL TIMES THE ORDERLY AND UNINTERRUPTED OPERATIONS OF THE COUNTY GOVERNMENT, THE ANNE ARUNDEL COUNTY COUNCIL DECLARES THAT IT IS THE PUBLIC POLICY OF THIS COUNTY, SUBJECT TO THE LIMITATIONS OF THE CONSTITUTION AND THE APPLICABLE LAWS OF THE STATE OF MARYLAND, THAT COUNTY EMPLOYEES BE PERMITTED TO PARTICIPATE EFFECTIVELY IN THE DETERMINATION OF THE TERMS AND CONDITIONS OF THEIR EMPLOYMENT. IT IS ALSO THE PURPOSE OF THIS ARTICLE TO STRENGTHEN EXISTING RELATIONSHIPS BETWEEN THE COUNTY, ITS EMPLOYEES AND THEIR REPRESENTATIVES BY IMPOSING ON EACH THE OBLIGATION TO ENTER INTO NEGOTIATIONS WITH AFFIRMATIVE WILLINGNESS TO REACH AGREEMENT IN MATTERS OF WAGES, HOURS, WORKING CONDITIONS, AND OTHER TERMS OF EMPLOYMENT WITH DUE REGARD FOR, AND SUBJECT TO, THE PROVISIONS OF APPLICABLE LAWS AND THE CHARTER PROVISIONS GOVERNING PUBLIC EMPLOYMENT AND FISCAL PROCEDURES IN ANNE ARUNDEL COUNTY.

SECTION 1-251 - DEFINITIONS

(A) "APPROPRIATE REPRESENTATION UNIT" - A GROUPING OF CLASSIFIED POSITIONS IN THE COUNTY SERVICE WHICH, BY THE APPLICATION OF THE PROVISIONS OF THIS ARTICLE, HAS BEEN DEEMED APPROPRIATE FOR PURPOSES OF COLLECTIVE NEGOTIATIONS.

(B) "ARBITRATION" - A PROCEDURE WHEREBY PARTIES, UNABLE TO AGREE ON A SOLUTION TO A PROBLEM, INDICATE THEIR WILLINGNESS TO BE BOUND BY THE DECISION OF A THIRD PARTY.

(C) "BUDGET SUBMISSION DATE" - THE DATE BY WHICH, UNDER THE LAW, THE PROPOSED BUDGET OF THE COUNTY FOR THE ENSUING YEAR IS SUBMITTED BY THE COUNTY EXECUTIVE TO THE COUNTY COUNCIL.

(D) "CONFIDENTIAL EMPLOYEE" - AN EMPLOYEE WHO, AS A FUNCTIONAL RESPONSIBILITY, ASSISTS AND ACTS IN A CONFIDENTIAL CAPACITY TO COUNTY OFFICIALS WHO FORMULATE, DETERMINE AND EFFECTUATE POLICIES IN THE FIELD OF EMPLOYEE RELATIONS.

(E) "COUNTY" - ANNE ARUNDEL COUNTY, MARYLAND.

(F) "COUNTY ADMINISTRATION" - THE COUNTY EXECUTIVE AND ALL OFFICERS AND AGENTS UNDER HIS SUPERVISION AND AUTHORITY.