

COUNTY LOCAL LAWS

(G) "COUNTY EMPLOYEES" - ALL PERSONS OCCUPYING CLASSIFIED POSITIONS AS DEFINED IN SECTION 803 OF THE CHARTER OF ANNE ARUNDEL COUNTY.

(H) "COUNTY OFFICIALS" - THE COUNTY EXECUTIVE, THE DIRECTOR OF ADMINISTRATION AND ALL DEPARTMENT AND OFFICE HEADS APPOINTED IN ACCORDANCE WITH THE CHARTER OF ANNE ARUNDEL COUNTY.

(I) "EMPLOYEE ORGANIZATIONS" - ANY LAWFUL ASSOCIATION, LABOR ORGANIZATION, FEDERATION, COUNCIL OR BROTHERHOOD, THE PRIMARY PURPOSE OF WHICH IS TO REPRESENT COUNTY EMPLOYEES CONCERNING TERMS AND CONDITIONS OF EMPLOYMENT AND HAVING A LOCAL CONSTITUTION OR BY-LAWS AND A ROSTER OF OFFICERS DULY ELECTED IN ACCORDANCE WITH SAID CONSTITUTION OR BY-LAWS; SUCH TERM SHALL NOT INCLUDE ANY ORGANIZATION WHICH (1) ADVOCATES THE OVERTHROW OF THE CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES, OR (2) DISCRIMINATES WITH REGARD TO THE TERMS OR CONDITIONS OF MEMBERSHIP BECAUSE OF RACE, COLOR, CREED, SEX, AGE, NATIONAL ORIGIN OR POLITICAL AFFILIATION.

(J) "EXCLUSIVE REPRESENTATIVE" - AN EMPLOYEE ORGANIZATION WHICH HAS BEEN CERTIFIED AS THE COLLECTIVE NEGOTIATING AGENT FOR AN APPROPRIATE REPRESENTATION UNIT FOR THE PURPOSE OF REPRESENTING ALL COUNTY EMPLOYEES WITHIN THAT UNIT, REGARDLESS OF EMPLOYEE ORGANIZATION MEMBERSHIP.

(K) "GRIEVANCE" - ANY FORMAL COMPLAINT BY AN EMPLOYEE OR BY AN EMPLOYEE ORGANIZATION CONCERNING SOME ASPECT OF THE EMPLOYMENT RELATIONSHIP WITH THE COUNTY.

(L) "INTERVENOR EMPLOYEE ORGANIZATION" - AN EMPLOYEE ORGANIZATION WHICH HAS COMPLIED WITH THE PROVISIONS OF THIS ARTICLE WHICH PERMIT IT TO BE INCLUDED WITH THE PETITIONING ORGANIZATION AS ONE OF THE CHOICES ON THE BALLOT IN A REPRESENTATION ELECTION.

(M) "LOCKOUT" - THE TEMPORARY WITHHOLDING OF WORK, BY MEANS OF SHUTTING DOWN AN OPERATION OR FUNCTION OF THE COUNTY, FROM A GROUP OF EMPLOYEES IN ORDER TO BRING PRESSURE ON THEM OR ON THEIR REPRESENTATIVES TO ACCEPT A CHANGE IN COMPENSATION OR RIGHTS, PRIVILEGES, OBLIGATIONS OR OTHER TERMS AND CONDITIONS OF EMPLOYMENT.