

ANNE ARUNDEL COUNTY

(N) "MANAGEMENT EMPLOYEE" - ANY INDIVIDUAL WHOSE PRIMARY OR EXCLUSIVE FUNCTIONAL RESPONSIBILITY IS TO EXERCISE THE AUTHORITY, IN THE INTEREST OF THE COUNTY, TO HIRE, TRANSFER, SUSPEND, LAY-OFF, RECALL, PROMOTE, DISCHARGE, ASSIGN, REWARD, OR DISCIPLINE OTHER EMPLOYEES, OR RESPONSIBILITY TO DIRECT THEM, OR TO ADJUST THEIR GRIEVANCES, OR EFFECTIVELY TO RECOMMEND SUCH ACTION IF (IN CONNECTION WITH THE FOREGOING) THE EXERCISE OF SUCH AUTHORITY IS NOT OF A MERELY ROUTINE OR CLERICAL NATURE, BUT REQUIRES THE USE OF INDEPENDENT JUDGMENT.

(O) "MEDIATION" - THE PROCESS WHEREBY THE PARTIES TO AN IMPASSE SEEK TO RECONCILE THEIR DIFFERENCES THROUGH THE SERVICES OF A THIRD PARTY WHO ACTS AS AN INTERMEDIARY IN BRINGING THE PARTIES TOGETHER AND ACTIVELY SEEKS TO ASSIST THE PARTIES IN REACHING A SETTLEMENT, BY MAKING SUGGESTIONS, PROVIDING BACKGROUND INFORMATION, AND NOTING AVENUES OPEN TO THE PARTIES FOR SETTLEMENT.

(P) "PROFESSIONAL EMPLOYEE" - AN EMPLOYEE ENGAGED IN WORK WHICH IS PREDOMINANTLY INTELLECTUAL AND VARIED IN CHARACTER AS OPPOSED TO ROUTINE MENTAL, MANUAL, MECHANICAL OR PHYSICAL WORK; WHICH INVOLVES THE CONSISTENT EXERCISE OF DISCRETION AND JUDGMENT IN ITS PERFORMANCE; WHICH IS OF SUCH A CHARACTER THAT THE OUTPUT PRODUCED OR THE RESULT ACCOMPLISHED CANNOT BE STANDARDIZED IN RELATION TO A GIVEN PERIOD OF TIME; AND WHICH REQUIRES KNOWLEDGE OF AN ADVANCED TYPE IN A FIELD OF SCIENCE OR LEARNING CUSTOMARILY ACQUIRED BY A PROLONGED COURSE OF SPECIALIZED INTELLECTUAL INSTRUCTION AND STUDY IN AN INSTITUTION OF HIGHER LEARNING, AS DISTINGUISHED FROM A GENERAL ACADEMIC EDUCATION OR FROM AN APPRENTICESHIP OR FROM TRAINING IN THE PERFORMANCE OF ROUTINE MENTAL, MANUAL OR PHYSICAL PROCESSES.

(Q) "STRIKE" - BY CONCERTED ACTION, THE FAILURE TO REPORT FOR DUTY, THE WILLFUL ABSENCE FROM ONE'S POSITION, THE STOPPAGE OR SLOWDOWN OF WORK OR THE ABSTINENCE IN WHOLE OR IN PART FROM THE FULL, FAITHFUL AND PROPER PERFORMANCE OF THE DUTIES OF EMPLOYMENT FOR THE PURPOSE OF INDUCING, INFLUENCING, COERCING OR PREVENTING A CHANGE IN COMPENSATION OR RIGHTS, PRIVILEGES, OBLIGATIONS OR OTHER TERMS AND CONDITIONS OF EMPLOYMENT.

SECTION 1-252 - COUNTY EMPLOYEE RIGHTS