

ANNE ARUNDEL COUNTY

SECTION 1-254 - IMPLEMENTATION OF EMPLOYEE RELATIONS POLICY

IN ORDER TO INSURE THE FULL EXERCISE OF EMPLOYEES RIGHTS AND TO ASSURE THE EFFECTIVE IMPLEMENTATION OF THIS ARTICLE, THE PERSONNEL BOARD OF ANNE ARUNDEL COUNTY SHALL ESTABLISH SUCH PROCEDURES AND REGULATIONS AS MAY BE NECESSARY AND ADMINISTRATIVELY FEASIBLE TO PUT INTO OPERATION AND EFFECT THE PROVISIONS OF THIS ARTICLE, IN ACCORDANCE WITH SECTION 521 (A) OF THE COUNTY CHARTER. THE PERSONNEL BOARD SHALL CONDUCT AT LEAST ONE (1) PUBLIC HEARING REGARDING SAID PROCEDURES AND REGULATIONS PRIOR TO THEIR FINAL ENACTMENT AND IMPLEMENTATION.

SECTION 1-255 - RECOGNITION AND CERTIFICATION OF EMPLOYEE ORGANIZATIONS

(A) (1) AN EMPLOYEE ORGANIZATION WHICH SEEKS FORMAL RECOGNITION FOR PURPOSES OF COLLECTIVE NEGOTIATIONS AS AN EXCLUSIVE REPRESENTATIVE OF EMPLOYEES IN AN APPROPRIATE REPRESENTATION UNIT, SHALL FILE A PETITION FOR CERTIFICATION WITH THE PERSONNEL OFFICER CONTAINING THE FOLLOWING INFORMATION AND DOCUMENTATION.

(I) A CERTIFIED COPY OF THE ORGANIZATION'S CONSTITUTION OR BY-LAWS ALONG WITH A ROSTER OF OFFICERS DULY ELECTED IN ACCORDANCE WITH SUCH CONSTITUTION OR BY-LAWS, AND A DELINEATION OF ALL INTER-ORGANIZATIONAL AFFILIATIONS.

(II) A STATEMENT THAT THE EMPLOYEE ORGANIZATION HAS AS A PRIMARY PURPOSE, THE REPRESENTATION OF EMPLOYEES IN THEIR EMPLOYMENT RELATIONS WITH THE COUNTY.

(III) A STATEMENT THAT THE EMPLOYEE ORGANIZATION HAS NO TERMS OR CONDITIONS OF MEMBERSHIP WHICH DISCRIMINATE WITH REGARD TO RACE, COLOR, CREED, SEX, AGE, POLITICAL AFFILIATION, OR NATIONAL ORIGIN.

(IV) A REQUEST THAT THE COUNTY RECOGNIZE THE EMPLOYEE ORGANIZATION AS THE EXCLUSIVE REPRESENTATIVE OF THE EMPLOYEES IN THE UNIT CLAIMED TO BE APPROPRIATE.

(V) A WRITTEN LIST CONTAINING EACH JOB CLASS TITLE TO BE INCLUDED IN THE PROPOSED REPRESENTATION UNIT.