

COUNTY LOCAL LAWS

COUNTY AND IF SUCH ORGANIZATION COMPLIES WITH THE REQUIREMENTS OF SECTIONS 1-255 (A) (1) (I) THROUGH [[(4)]] (IV), INCLUSIVE, THEN THE BALLOT SHALL OFFER A CHOICE AMONG THE PETITIONING EMPLOYEE ORGANIZATIONS, ANY INTERVENOR EMPLOYEE ORGANIZATION, OR OF NO EXCLUSIVE REPRESENTATION. AN EMPLOYEE ORGANIZATION SHALL BE CERTIFIED AS EXCLUSIVE REPRESENTATIVE FOLLOWING AN ELECTION OR RUN-OFF ELECTION IF THE EMPLOYEE ORGANIZATION HAS RECEIVED THE VOTE OF A NUMERICAL MAJORITY OF ALL VALID BALLOTS CAST BY THE EMPLOYEES IN THE UNIT IN WHICH THE ELECTION OR RUN-OFF ELECTION IS HELD (I.E. FIFTY PERCENT (50%) PLUS ONE (1) OF THE VOTES CAST BY ELIGIBLE EMPLOYEES). IN AN ELECTION INVOLVING THREE (3) OR MORE CHOICES, WHERE NONE OF THE CHOICES RECEIVES A MAJORITY OF THE VOTES CAST, A RUN-OFF ELECTION SHALL BE CONDUCTED BETWEEN THE TWO (2) CHOICES RECEIVING THE LARGEST NUMBER OF VOTES CAST.

(2) NO ELECTION SHALL BE CONDUCTED IN ANY REPRESENTATION UNIT IN WHICH AN ELECTION HAS BEEN CONDUCTED WITHIN THE PRECEDING TWO (2) YEARS.

(3) THE PERSONNEL OFFICER SHALL PROMULGATE THE RESULTS OF ALL ELECTIONS.

SECTION 1-256 - RIGHTS AND DUTIES OF CERTIFIED EMPLOYEE ORGANIZATIONS

(A) WHEN AN EMPLOYEE ORGANIZATION HAS BEEN THUS CERTIFIED, THE SAID EMPLOYEE ORGANIZATION SHALL HAVE THE RIGHT AND DUTY, THROUGH APPROPRIATE OFFICIALS AND REPRESENTATIVES, TO NEGOTIATE COLLECTIVELY WITH THE COUNTY ADMINISTRATION IN MATTERS RELATED TO WAGES, HOURS, WORKING CONDITIONS AND OTHER TERMS OF EMPLOYMENT OF ALL EMPLOYEES IN THE REPRESENTATION UNIT WITHOUT DISCRIMINATION AND WITHOUT REGARD TO ANY EMPLOYEE ORGANIZATION MEMBERSHIP.

(B) THE TERM "NEGOTIATION" AS USED HEREIN, SHALL INCLUDE THE DUTY TO CONFER IN GOOD FAITH AT REASONABLE TIMES (INCLUDING MEETINGS APPROPRIATELY RELATED TO THE BUDGET-MAKING PROCESS), AND TO REDUCE TO A MEMORANDUM OF AGREEMENT THE MATTERS AGREED UPON AS A RESULT OF SUCH MEETINGS AND CONFERENCES WHEN ALL ISSUES HAVE BEEN RESOLVED, WHICH MEMORANDUM SHALL BE SIGNED BY THE DULY AUTHORIZED COUNTY AND EMPLOYEE ORGANIZATION REPRESENTATIVES. NOTHING CONTAINED HEREIN SHALL PRECLUDE ANY EMPLOYEE, REGARDLESS OF EMPLOYEE ORGANIZATION MEMBERSHIP, FROM BRINGING MATTERS OF