

COUNTY LOCAL LAWS

EMPLOYEE ORGANIZATION (IF THERE BE ANY) SHALL BE BOUND BY THE PROVISIONS OF THAT AGREEMENT DURING THE REMAINDER OF ITS TERM.

SECTION 1-258 - IMPASSE PROCEDURES

(A) IF, AFTER A REASONABLE PERIOD OF NEGOTIATION OVER THE TERMS OF AN AGREEMENT, A DISPUTE EXISTS BETWEEN THE ADMINISTRATION AND THE CERTIFIED EMPLOYEE ORGANIZATION OR ORGANIZATIONS WITH WHOM IT IS NEGOTIATING, THE PARTIES MAY MUTUALLY AGREE THAT AN IMPASSE HAS BEEN REACHED; EXCEPT THAT IF ANY SUCH DISPUTE EXISTS AS OF MARCH 1 PRIOR TO THE FINAL DATE FOR SUBMISSION OF THE COUNTY BUDGET TO THE COUNTY COUNCIL, AN IMPASSE SHALL AUTOMATICALLY BE DEEMED TO HAVE BEEN REACHED. WHENEVER AN IMPASSE HAS BEEN REACHED, THE DISPUTE SHALL BE SUBMITTED TO MEDIATION. IF THE PARTIES ARE UNABLE TO OTHERWISE AGREE ON THE MEDIATOR, THE FEDERAL MEDIATION AND CONCILIATION SERVICE SHALL BE REQUESTED TO PROVIDE A MEDIATOR.

(B) IF THE IMPASSE IS NOT RESOLVED AT LEAST THIRTY-FIVE (35) DAYS PRIOR TO THE BUDGET SUBMISSION DATE, A FACT-FINDER SHALL BE SELECTED BY MUTUAL AGREEMENT BETWEEN THE ADMINISTRATION, AND THE EMPLOYEE ORGANIZATION (OR ORGANIZATIONS AS A GROUP, WHERE MORE THAN ONE EMPLOYEE ORGANIZATION IS INVOLVED IN THE DISPUTE). IF THE ADMINISTRATION AND THE EMPLOYEE ORGANIZATION(S) ARE UNABLE TO AGREE ON THE SELECTION OF THE FACT-FINDER BEFORE THIRTY (30) DAYS PRIOR TO THE BUDGET SUBMISSION DATE, THEY SHALL MAKE THEIR SELECTION FROM A PANEL OF NEUTRALS MAINTAINED BY THE AMERICAN ARBITRATION ASSOCIATION IN ACCORDANCE WITH THE PROCEDURES PROVIDED FOR IN SECTION 1-255 (C) HEREOF.

(C) THE FACT-FINDER SHALL MEET WITH THE PARTIES AND SHALL MAKE WRITTEN FINDINGS OF FACT AND RECOMMENDATIONS FOR THE RESOLUTION OF THE DISPUTE, NO LATER THAN TEN (10) DAYS BEFORE THE BUDGET SUBMISSION DATE. FACT-FINDING AS USED HEREIN SHALL INCLUDE THE IDENTIFICATION OF THE MAJOR ISSUES IN THE DISPUTE, REVIEW OF THE POSITION OF THE PARTIES AND THE RESOLUTION OF FACTUAL DIFFERENCES.

(D) THE FACT-FINDER, IN MAKING HIS FINDINGS AND RECOMMENDATIONS SHALL TAKE INTO CONSIDERATION AMONG OTHER PERTINENT FACTORS, WAGES, BENEFITS, HOURS, AND OTHER WORKING CONDITIONS OF OTHER COUNTY EMPLOYEES, BOTH IN ANNE ARUNDEL COUNTY AND IN OTHER MARYLAND