

BEING REPRESENTED AS TO ALL MATTERS RELATING TO SALARIES, WAGES, HOURS AND OTHER WORKING CONDITIONS. AN EMPLOYEE ORGANIZATION MAY ESTABLISH REASONABLE RESTRICTIONS REGARDING WHO MAY JOIN AND MAY MAKE REASONABLE PROVISIONS FOR THE DISMISSAL OF INDIVIDUALS FROM MEMBERSHIP; EXCEPT THAT THESE RESTRICTIONS AND PROVISIONS SHALL NOT DISCRIMINATE WITH REGARD TO THE TERMS OR CONDITIONS OF MEMBERSHIP BECAUSE OF RACE, COLOR, MARITAL STATUS, CREED, SEX, AGE, OR NATIONAL ORIGIN.

(C) PUBLIC SCHOOL EMPLOYEES ALSO HAVE THE RIGHT TO REFUSE TO JOIN OR PARTICIPATE IN THE ACTIVITIES OF EMPLOYEE ORGANIZATIONS.

(D) IN EACH COUNTY [[AND BALTIMORE CITY]], EXCEPT THE FOLLOWING: CARROLL, FREDERICK, HOWARD, SOMERSET, WICOMICO AND WORCESTER THE PUBLIC SCHOOL EMPLOYER MAY DESIGNATE, AS HEREINAFTER PROVIDED, WHICH IF ANY, EMPLOYEE ORGANIZATION SHALL BE THE EXCLUSIVE REPRESENTATIVE OF ALL PUBLIC SCHOOL EMPLOYEES IN A SPECIFIED UNIT IN THE COUNTY [[OR BALTIMORE CITY]]. THE DETERMINATION OF THE COMPOSITION OF THE UNIT SHALL BE MADE BY THE PUBLIC SCHOOL EMPLOYER IN NEGOTIATION WITH THOSE EMPLOYEE ORGANIZATIONS WHICH REQUEST NEGOTIATION THEREON; PROVIDED, HOWEVER, THAT IN NO EVENT SHALL THERE BE MORE THAN THREE UNITS IN ANY COUNTY [[OR BALTIMORE CITY]] AND NO UNIT SHALL INCLUDE BOTH SUPERVISORY AND NON-SUPERVISORY EMPLOYEES; AND PROVIDED FURTHER THAT IN ANY COUNTY [[OR BALTIMORE CITY]] IN WHICH MORE THAN THREE UNITS HAVE BEEN RECOGNIZED AND, AS OF THE EFFECTIVE DATE OF THIS ACT, HAVE EXCLUSIVE REPRESENTATION FOR THE PURPOSES OF COLLECTIVE NEGOTIATIONS, SAID UNITS MAY CONTINUE AS NEGOTIATING UNITS. ALL PUBLIC SCHOOL EMPLOYEES SHALL BE INCLUDED IN ONE OF SAID UNITS AND SHALL BE PERMITTED ALL THE RIGHTS GRANTED HEREIN. EXCEPT FOR PERSONS DESIGNATED AS MANAGEMENT PERSONNEL OR CONFIDENTIAL EMPLOYEES UNDER THIS SECTION, ALL PUBLIC SCHOOL EMPLOYEES ARE ELIGIBLE FOR MEMBERSHIP IN ONE OF THE NEGOTIATING UNITS.

(E) THE DESIGNATION OF AN EXCLUSIVE REPRESENTATIVE IS MADE UPON THE FOLLOWING BASIS:

(1) WHERE AN EMPLOYEE ORGANIZATION CERTIFIES TO THE PUBLIC SCHOOL EMPLOYER THAT IT HAS A MEMBERSHIP ENROLLMENT OF AT LEAST THIRTY PERCENT (30%) OF THE TOTAL NUMBER OF PUBLIC SCHOOL EMPLOYEES IN A SPECIFIED UNIT IN A COUNTY [[OR BALTIMORE CITY]], AS OF JUNE 1 OF THE YEAR IN WHICH CERTIFICATION IS MADE, SUCH CERTIFICATION CONSTITUTES A REQUEST FOR RECOGNITION AS EXCLUSIVE REPRESENTATIVE OF ALL PUBLIC SCHOOL EMPLOYEES IN THE UNIT IN THE COUNTY [[OR BALTIMORE CITY]].

(2) THEREAFTER, IF ANY OTHER EMPLOYEE