

FOR the purpose of adding a new paragraph to Article II of the Charter of Baltimore City to grant the Mayor and City Council of Baltimore City the power to adopt an ordinance permitting municipal employees to organize and bargain collectively through representatives of their own choosing; authorizing provisions in the ordinance dealing with the establishment of bargaining units, selection of a representative, rights of the employer, the employee, and the employee organization, the negotiation procedure, the resolution of negotiation impasse, the payment of a service fee, the right to checkoff of dues and service fees, designation of unfair labor practices, remedies, grievance and arbitration procedures, and the limitation of right to strike; providing that the existing Municipal Employee Relations Ordinance shall remain in force until amended by ordinance; and generally relating to municipal employee relations.

BY adding to

The Charter of Baltimore City
Article II (51)
(1964 Revision, as amended)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That new Paragraph (51) to be under the new subtitle "Municipal Employee Relations" be and it is hereby added to Article II of the Charter of Baltimore City, (1964 Revision, as amended) to read as follows:

Article II

(51) MUNICIPAL EMPLOYEE RELATIONS

TO PROVIDE BY ORDINANCE AN ORDERLY PROCEDURE FOR PARTICIPATION BY MUNICIPAL EMPLOYEES AND THEIR REPRESENTATIVES IN THE FORMULATION OF LABOR RELATIONS AND PERSONNEL POLICIES, RECOGNIZING THE RIGHT OF EMPLOYEES TO ORGANIZE AND BARGAIN COLLECTIVELY THROUGH REPRESENTATIVES OF THEIR OWN CHOOSING AND GENERALLY AUTHORIZING THE MAYOR AND CITY COUNCIL OF BALTIMORE TO PROVIDE FOR (1) THE MANNER OF ESTABLISHING UNITS APPROPRIATE FOR COLLECTIVE BARGAINING AND OF DESIGNATING OR SELECTING EXCLUSIVE BARGAINING REPRESENTATIVES; (2) THE RIGHTS OF THE EMPLOYER, EMPLOYEES AND THE EMPLOYEE ORGANIZATION DESIGNATED AS THE EXCLUSIVE REPRESENTATIVE IN AN APPROPRIATE UNIT; (3) THE PROCEDURE FOR THE NEGOTIATION OF A COLLECTIVE BARGAINING AGREEMENT WITH RESPECT TO THE TERMS AND CONDITIONS OF EMPLOYMENT AND THE MANNER FOR RESOLUTION OF A NEGOTIATION IMPASSE; (4) THE PAYMENT OF A SERVICE FEE, AS A CONDITION OF CONTINUING EMPLOYMENT, FOR ADMINISTRATION OF THE COLLECTIVE BARGAINING AGREEMENT AND THE RIGHT OF THE EXCLUSIVE REPRESENTATIVE TO THE CHECKOFF OF DUES OR SERVICE FEES; (5) THE DESIGNATION OF UNFAIR