

upon request, with regard to all matters relating to salaries, wages, hours and other working conditions.

(2) IN MONTGOMERY COUNTY, NOTWITHSTANDING ANY AGREEMENT IN EFFECT ON JUNE 1, 1978 WHICH EXCLUDES SUBSTITUTE TEACHERS, AND WITHOUT AFFECTING ANY OTHER PART OF SUCH AN AGREEMENT, THE EXCLUSIVE NEGOTIATING AGENT FOR THE PUBLIC SCHOOL EMPLOYEES IN A UNIT AND THE PUBLIC SCHOOL EMPLOYER SHALL, ~~PURSUANT TO THIS SECTION,~~ MEET AND NEGOTIATE UNDER THIS SECTION THE SALARIES, WAGES, HOURS, AND OTHER WORKING CONDITICNS OF ALL PERSONS ACTUALLY EMPLOYED AS SUBSTITUTE TEACHERS.

[ (2) ] (3) The term "negotiate" as used herein shall include the duty to confer in good faith, at all reasonable times, and to reduce to writing the matters agreed upon as the result of such negotiations, and such agreements may include a provision for the binding arbitration of grievances arising under such terms of the agreement as the parties have agreed to be arbitratable.

[ (3) ] (4) The designation of such representatives by the employer as provided herein shall not preclude such employee organization from appearing before, or making proposals to the public school employer at any public meeting or hearing.

SECTION 2. AND BE IT FURTHER ENACTED, That section(s) of the Annotated Code of Maryland (as enacted by Chapter \_\_\_ of the Acts of the General Assembly of 1978) be repealed, amended, or enacted to read as follows:

Article - Education

6-401.

(c) "Public school employee" means a certificated professional individual who is employed by a public school employer or an individual of equivalent status in Baltimore City, except for a county superintendent or an individual designated by the public school employer to act in a negotiating capacity as provided in § 6-408(b) of this subtitle. IN MONTGOMERY COUNTY, PUBLIC SCHOOL EMPLOYEES INCLUDE CERTIFICATED AND NONCERTIFICATED SUBSTITUTE TEACHERS EMPLOYED BY THE PUBLIC SCHOOL EMPLOYER FOR AT LEAST 7 DAYS ~~BEFORE~~ PRIOR TO ~~BEFORE~~ MARCH 1 OF THE SCHOOL FISCAL YEAR ENDING JUNE 30, 1978, AND ~~EVERY~~ EACH YEAR ~~THEREAFTER~~ AFTER.

6-407.

(b) An employee organization designated as an exclusive representative shall represent all employees in the unit fairly and without discrimination, whether or not the employees are members of the employee organization. IN ADDITION, IN MONTGOMERY COUNTY THE EXCLUSIVE REPRESENTATIVE SHALL REPRESENT FAIRLY AND WITHOUT DISCRIMINATION ALL PERSONS ACTUALLY EMPLOYED AS SUBSTITUTE TEACHERS WITHOUT REGARD TO WHETHER THEY ARE INCLUDED IN SECTION 6-401(C) OF