

~~Community--Colleges,---and---providing---for---unit  
determination,---representation,---scope---of---bargaining,  
negotiations,---agreements,---rights,---and---unfair---prac<sup>t</sup>ices,  
and---automatic---expiration---of---the---provisions---of---this---Act.~~

~~BY---adding---to~~

~~Article---Education  
Section---16-510.1  
Annotated---Code---of---Maryland  
{As---enacted---by---Chapter---\_\_\_\_\_of---the---Acts  
of---the---General---Assembly---of---1978}~~

~~SECTION 1.---BE---IT---ENACTED---BY---THE---GENERAL---ASSEMBLY---OF  
MARYLAND,---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Assembly---of---1978}---be---repealed,---amended,---or---enacted---to---read  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~~

~~16-510.1. MONTGOMERY-COUNTY PUBLIC EMPLOYMENT RELATIONS.~~

~~{A} (1) IN THIS SECTION THE FOLLOWING WORDS HAVE  
THE MEANINGS INDICATED.~~

~~(2) "AGREEMENT" MEANS A WRITTEN CONTRACT  
BETWEEN A PUBLIC EMPLOYER AND EMPLOYEE ORGANIZATION.~~

~~(3) "ARBITRATION" MEANS A PROCEDURE WHEREBY  
PARTIES INVOLVED IN A GRIEVANCE DISPUTE SUBMIT THEIR  
DIFFERENCES TO AN IMPARTIAL THIRD PARTY FOR A FINAL AND  
BINDING DECISION.~~

~~(4) "COLLECTIVE BARGAINING" MEANS THE  
PERFORMANCE BY THE CERTIFIED EMPLOYEE ORGANIZATION THROUGH  
ITS DESIGNATED REPRESENTATIVE, AND THE PUBLIC EMPLOYER, OF  
THEIR MUTUAL OBLIGATIONS TO MEET AT REASONABLE TIMES AND TO  
NEGOTIATE IN GOOD FAITH WITH RESPECT TO WAGES, HOURS, AND  
OTHER TERMS AND CONDITIONS OF EMPLOYMENT, OR THE NEGOTIATION  
OF AN AGREEMENT, OR ANY QUESTIONS ARISING UNDER AN  
AGREEMENT, AND THE EXECUTION OF VARIOUS AGREEMENTS  
INCORPORATING THE TERMS AGREED UPON BY BOTH PARTIES. IN THE  
PERFORMANCE OF THIS OBLIGATION NEITHER PARTY SHALL BE  
COMPELLED TO AGREE TO A PROPOSAL, OR BE REQUIRED TO MAKE A  
CONCESSION TO THE OTHER.~~

~~(5) "COMMISSIONER" MEANS THE STATE COMMISSIONER  
OF LABOR AND INDUSTRY.~~

~~(6) "CONFIDENTIAL EMPLOYEE" MEANS A PUBLIC  
EMPLOYEE WHOSE UNRESTRICTED ACCESS TO PERSONNEL, BUDGETARY  
OR FISCAL DATA SUBJECT TO USE BY THE PUBLIC EMPLOYER IN  
COLLECTIVE BARGAINING OR WHOSE CLOSE, CONTINUING WORKING  
RELATIONSHIP WITH THOSE RESPONSIBLE FOR NEGOTIATING ON  
BEHALF OF THE PUBLIC EMPLOYER WOULD MAKE HIS MEMBERSHIP IN  
AN EMPLOYEE ORGANIZATION AS A RANK AND FILE EMPLOYEE~~