

~~FILE WITH THE PUBLIC EMPLOYER A COPY OF THE EMPLOYEE ORGANIZATION'S CONSTITUTION AND BYLAWS. ALL CHANGES AND AMENDMENTS TO THE CONSTITUTION AND BYLAWS SHALL BE PROMPTLY REPORTED.~~

~~(4) EVERY EMPLOYEE ORGANIZATION SHALL FILE WITH THE COMMISSIONER AN ANNUAL REPORT. IT SHALL INCLUDE A PLEDGE THAT THE ORGANIZATION WILL ACCEPT MEMBERS WITHOUT REGARD TO AGE, RACE, SEX, RELIGION, MARITAL STATUS, OR NATIONAL ORIGIN, AND SHALL INCLUDE A FINANCIAL REPORT SIGNED BY ITS PRESIDENT AND TREASURER OR CORRESPONDING PRINCIPAL OFFICERS CONTAINING INFORMATION IN SUCH DETAIL AS NECESSARY ACCURATELY TO DISCLOSE ITS FINANCIAL CONDITION AND OPERATIONS.~~

~~(5) THE CONSTITUTION OR BYLAWS OF EVERY EMPLOYEE ORGANIZATION SHALL PROVIDE THAT:~~

~~(I) ACCURATE ACCOUNTS OF ALL INCOME AND EXPENSES BE KEPT, AND AN ANNUAL FINANCIAL REPORT BE PREPARED. THE ACCOUNTS SHALL BE OPEN FOR INSPECTION BY ANY MEMBER OF THE ORGANIZATION, AND LOANS TO OFFICERS AND AGENTS SHALL BE MADE ONLY ON TERMS AND CONDITIONS AVAILABLE TO ALL MEMBERS;~~

~~(II) PERIODIC ELECTIONS BY SECRET BALLOT BE SUBJECT TO RECOGNIZED SAFEGUARDS CONCERNING THE EQUAL RIGHT OF ALL MEMBERS TO NOMINATE, SEEK OFFICE, AND VOTE IN THE ELECTIONS;~~

~~(III) INDIVIDUAL MEMBERS HAVE THE RIGHT TO PARTICIPATE IN THE AFFAIRS OF THE ORGANIZATION; AND~~

~~(IV) PROCEDURES IN DISCIPLINARY ACTIONS ARE FAIR AND EQUITABLE.~~

~~(6) AN EMPLOYEE ORGANIZATION THAT HAS NOT FILED AN ANNUAL REPORT MAY NOT BE OR REMAIN CERTIFIED FOR THE PURPOSE OF NEGOTIATING WITH ANY PUBLIC EMPLOYER.~~

~~(F) (1) A COLLECTIVE BARGAINING AGREEMENT MAY INCLUDE MATTERS RELATING TO WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT.~~

~~(2) A COLLECTIVE BARGAINING AGREEMENT MAY INCLUDE A PROVISION FOR THE ARBITRATION OF GRIEVANCES.~~

~~(3) A COLLECTIVE BARGAINING AGREEMENT MAY CONTAIN A PROVISION REQUIRING, AS A CONDITION OF EMPLOYMENT, THE PAYMENT OF A MONTHLY SERVICE CHARGE, IN AN AMOUNT NOT GREATER THAN THE REGULAR MONTHLY DUES PAID BY MEMBERS OF THE EMPLOYEE ORGANIZATION DESIGNATED AS THE EXCLUSIVE REPRESENTATIVE OF THE BARGAINING UNIT AS A CONTRIBUTION TOWARD THE ADMINISTRATION OF THE AGREEMENT. CONTRIBUTIONS MAY NOT BE USED FOR POLITICAL PURPOSES.~~

~~(4) A COLLECTIVE BARGAINING AGREEMENT MAY NOT INCLUDE MATTERS RELATING TO THE EMPLOYEES' OR TEACHERS'~~