

(II) 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;

(III) 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;

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

(V) PROCEDURES IN DISCIPLINARY ACTIONS ARE FAIR AND EQUITABLE.

(6) AN EMPLOYEE ORGANIZATION THAT HAS NOT FILED AN ANNUAL REPORT OR WHOSE CONSTITUTION AND BYLAWS DO NOT CONFORM TO THE REQUIREMENTS OF SUBSECTION (E) (5) MAY NOT BE OR REMAIN CERTIFIED FOR THE PURPOSE OF NEGOTIATING WITH THE PUBLIC EMPLOYER.

(F) (1) IT IS DECLARED TO BE IN THE PUBLIC INTEREST THAT, IN THE COURSE OF COLLECTIVE BARGAINING, THE PUBLIC EMPLOYER AND THE EXCLUSIVE REPRESENTATIVE MAKE EVERY REASONABLE EFFORT TO CONCLUDE NEGOTIATIONS PRIOR TO THE BUDGET SUBMISSION DATE OF THE PUBLIC EMPLOYER, IN ORDER THAT THE APPROPRIATE LEGISLATIVE BODY MAY ACT ON THE OPERATING BUDGET OF THE EMPLOYER.

(2) (1) IF IN THE COURSE OF COLLECTIVE BARGAINING A PARTY DEEMS THAT AN IMPASSE EXISTS, THAT PARTY MAY REQUEST THE SERVICES OF THE COMMISSIONER IN MEDIATION OR ENGAGE ANOTHER MUTUALLY AGREED UPON MEDIATOR.

(II) THE PARTIES BY MUTUAL AGREEMENT MAY ENGAGE IN FACT FINDING. IF THERE IS NOT MUTUAL AGREEMENT, EITHER PARTY, AFTER A REASONABLE PERIOD OF MEDIATION, MAY PETITION THE COMMISSIONER TO INITIATE FACT FINDING. THE COMMISSIONER UPON CONSIDERING THE STATUS OF BARGAINING AND THE BUDGET SCHEDULE OF THE PUBLIC EMPLOYER MAY FIND THAT AN IMPASSE EXISTS, AND MAY NOTIFY THE PARTIES THAT FACT FINDING IS TO BE INITIATED. THE PUBLIC EMPLOYER AND THE EXCLUSIVE REPRESENTATIVE MAY SELECT THEIR OWN FACT FINDER. IF THE PARTIES HAVE NOT SELECTED THEIR OWN FACT FINDER WITHIN 5 DAYS OF THE REQUIRED NOTIFICATION, THE COMMISSIONER SHALL SUBMIT TO THE PARTIES THE NAMES OF FIVE QUALIFIED PERSONS. EACH PARTY ALTERNATELY SHALL STRIKE TWO NAMES FROM THE LIST. THE ORDER OF STRIKING SHALL BE DETERMINED BY LOT. THE REMAINING INDIVIDUAL SHALL BE THE FACT FINDER. THE FACT FINDER SELECTED BY THE PARTIES SHALL CONDUCT HEARINGS AND MAY ADMINISTER OATHS. THE FACT FINDER SHALL MAKE WRITTEN FINDINGS OF FACT AND RECOMMENDATIONS FOR RESOLUTION OF THE IMPASSE. NO LATER THAN 30 DAYS FROM THE DATE OF APPOINTMENT THE FACT FINDER SHALL TRANSMIT THE FINDINGS TO THE PUBLIC EMPLOYER AND THE EXCLUSIVE REPRESENTATIVE. IF THE IMPASSE