

CONTINUES 10 DAYS AFTER THE REPORT IS SUBMITTED TO THE PARTIES, THE REPORT SHALL BE MADE AVAILABLE TO THE PUBLIC.

(III) COSTS OF FACT FINDING SHALL BE BORNE EQUALLY BY THE PARTIES.

(3) PUBLIC EMPLOYEES MAY NOT ENGAGE IN A STRIKE.

(4) IF A STRIKE OF PUBLIC EMPLOYEES OCCURS IN MONTGOMERY COUNTY, A COURT OF COMPETENT JURISDICTION MAY, UPON REQUEST OF THE PUBLIC EMPLOYER, ENJOIN THE STRIKE.

(5) A PUBLIC EMPLOYEE MAY NOT RECEIVE PAY OR COMPENSATION FROM THE PUBLIC EMPLOYER FOR ANY PERIOD DURING WHICH THE PUBLIC EMPLOYER IS ENGAGED IN A STRIKE.

(6) IF AN EMPLOYEE ORGANIZATION CERTIFIED AS AN EXCLUSIVE REPRESENTATIVE ENGAGES IN A STRIKE, ITS CERTIFICATION AS EXCLUSIVE REPRESENTATIVE SHALL BE REVOKED BY THE COMMISSIONER, AND THAT EMPLOYEE ORGANIZATION OR ANY OTHER EMPLOYEE ORGANIZATION WHICH ENGAGES IN A STRIKE SHALL BE INELIGIBLE TO BE CERTIFIED AS AN EXCLUSIVE REPRESENTATIVE FOR A PERIOD OF 1 YEAR FOLLOWING THE END OF THE STRIKE.

(G) (1) A WRITTEN AGREEMENT SHALL BE EXECUTED BY THE PUBLIC EMPLOYER AND THE EXCLUSIVE REPRESENTATIVE INCORPORATING ANY MATTERS OF AGREEMENT REACHED ON WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT.

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

(3) A COLLECTIVE BARGAINING AGREEMENT MAY NOT INCLUDE MATTERS RELATING TO THE EMPLOYEES' OR TEACHERS' RETIREMENT SYSTEMS AS SET FORTH IN THE ANNOTATED CODE OF MARYLAND. HOWEVER, THIS PROVISION DOES NOT EXCLUDE DISCUSSION OF THE TERMS OF THE RETIREMENT SYSTEMS IN THE COURSE OF COLLECTIVE BARGAINING.

(4) THE TERMS OF THE AGREEMENT SHALL SUPERSEDE ANY CONFLICTING RULES, REGULATIONS, AND ADMINISTRATIVE POLICIES OF THE PUBLIC EMPLOYER.

(5) ANY REQUEST FOR FUNDS NECESSARY TO IMPLEMENT THE AGREEMENT SHALL BE SUBMITTED BY THE PUBLIC EMPLOYER IN A TIMELY FASHION FOR CONSIDERATION IN THE BUDGET PROCESS OF THE COUNTY.

(6) IF THE REQUEST FOR FUNDS NECESSARY TO IMPLEMENT THE AGREEMENT IS REDUCED, MODIFIED, OR REJECTED BY THE GOVERNING BODY OF MONTGOMERY COUNTY, EITHER PARTY TO THE AGREEMENT MAY, NO LATER THAN 20 DAYS AFTER FINAL BUDGET ACTION BY THE GOVERNING BODY, REOPEN THE AGREEMENT.

(H) THE PUBLIC EMPLOYER HAS THE RIGHT (1) TO DETERMINE HOW THE STATUTORY MANDATE AND GOALS OF THE