

COLLEGE, INCLUDING BUT NOT LIMITED TO THE FUNCTIONS AND PROGRAMS OF THE COLLEGE, ITS OVERALL BUDGET AND ITS ORGANIZATIONAL STRUCTURE, ARE TO BE CARRIED OUT; AND (2) TO DIRECT THE PERSONNEL.

(I) (1) PUBLIC EMPLOYEES HAVE THE RIGHT OF SELF-ORGANIZATION TO FORM, JOIN, OR ASSIST ANY EMPLOYEE ORGANIZATION, TO BARGAIN COLLECTIVELY THROUGH REPRESENTATIVES THEY HAVE CHOSEN, AND TO ENGAGE IN OTHER LAWFUL CONCERTED ACTIVITIES FOR THE PURPOSE OF COLLECTIVE BARGAINING AND ALSO SHALL HAVE THE RIGHT TO REFRAIN FROM ANY OR ALL OF THESE ACTIVITIES.

(2) ANY PUBLIC EMPLOYEE OR GROUP OF PUBLIC EMPLOYEES HAS THE RIGHT AT ANY TIME TO PRESENT GRIEVANCES ARISING UNDER THE TERMS OF THE AGREEMENT TO THE PUBLIC EMPLOYER AND TO HAVE THE GRIEVANCES ADJUSTED WITHOUT THE INTERVENTION OF THE EXCLUSIVE REPRESENTATIVE. THE PUBLIC EMPLOYER HAS THE DUTY TO HEAR THOSE GRIEVANCES AND PARTICIPATE IN THEIR ADJUSTMENT. HOWEVER, THE ADJUSTMENT MAY NOT BE INCONSISTENT WITH THE TERMS OF A COLLECTIVE BARGAINING AGREEMENT THEN IN EFFECT. THE PUBLIC EMPLOYER SHALL GIVE PROMPT NOTICE OF ALL ADJUSTMENTS TO THE EXCLUSIVE REPRESENTATIVE.

(3) THE PUBLIC EMPLOYER AND A PUBLIC EMPLOYEE ORGANIZATION SHALL NOT INTERFERE WITH, INTIMIDATE, RESTRAIN, COERCE, OR DISCRIMINATE AGAINST PUBLIC EMPLOYEES BECAUSE OF THE EXERCISE OF THEIR RIGHTS UNDER SUBSECTION (1) AND (2) HEREOF.

(J) THE AUTHORITY GRANTED BY THIS SECTION, ANY PROCEDURES ADOPTED AND ANY DECISION, ACTION, OR AGREEMENTS MADE PURSUANT TO IT SHALL EXPIRE SHOULD A SUBSEQUENT PUBLIC GENERAL LAW ON COLLECTIVE BARGAINING GENERALLY APPLICABLE TO THE COMMUNITY COLLEGES BECOME EFFECTIVE.

(K) EXCEPT AS PROVIDED IN THIS SUBTITLE, THE ENACTMENT OF THIS SUBTITLE SHALL NOT BE CONSTRUED TO MAKE THE PROVISIONS OF THE MARYLAND LABOR LAWS CONTAINED IN ARTICLE 89 AND ARTICLE 100 APPLICABLE TO EMPLOYMENT AT MONTGOMERY COMMUNITY COLLEGE.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 1978.

Approved May 29, 1978.

CHAPTER 1016

(Senate Bill 311)

AN ACT concerning