

- (III) THE CENTRAL EASTERN SHORE;
- (IV) CENTRAL WESTERN MARYLAND; AND
- (V) SOUTHERN MARYLAND.

(C) GRIEVANCES.

(1) AFTER HE HAS EXHAUSTED ALL AVAILABLE PROCEDURES PROVIDED BY THE UNIVERSITY, AN AGGRIEVED EMPLOYEE HAS THE RIGHT TO SUBMIT ANY UNRESOLVED GRIEVANCE TO:

(I) ARBITRATION; OR

(II) THE SECRETARY OF PERSONNEL.

(2) THE GRIEVANCE SHALL BE SUBMITTED EITHER TO ARBITRATION OR TO THE SECRETARY OF PERSONNEL WITHIN 15 DAYS AFTER THE EMPLOYEE RECEIVES ANY WRITTEN DECISION ISSUED BY THE UNIVERSITY ABOUT THE GRIEVANCE.

(3) IF THE EMPLOYEE CHOOSES ARBITRATION:

(I) THE PARTIES SHALL AGREE MUTUALLY ON AN ARBITRATOR, OR IF THEY CANNOT AGREE ON AN ARBITRATOR, THE ARBITRATOR SHALL BE SELECTED BY THE AMERICAN ARBITRATION ASSOCIATION;

(II) ANY ARBITRATION FEES SHALL BE ASSESSED EQUALLY BETWEEN THE PARTIES;

(III) THE ARBITRATOR'S AWARD IS ONLY ADVISORY TO THE SECRETARY OF PERSONNEL; AND

(IV) THE SECRETARY OF PERSONNEL SHALL MAKE THE FINAL DECISION WHICH IS BINDING ON ALL PARTIES.

REVISOR'S NOTE: This section is new language derived without substantive change from Art. 77A, §§ 15(e)(1) - except the last sentence - (1-a), and (7) and the second clause of 18.

The last two sentences of Art. 77A, §15(e)(1) are deleted as obsolete.

In subsection (c)(3) of this section, present language which provides that "no additional appeals or hearings will be considered" after the decision of the arbitrator is deleted as unnecessary. The concept is implicit in the fact that the ultimate decision is to be made by the Secretary of Personnel, and that his decision is "binding on all parties".

As to subsection (c) of this section, it should be noted that Art. 64A, §§ 52 et seq. provides a general grievance procedure for all executive