

Bill No. 95-79

AN ORDINANCE to repeal and re-enact, with amendments, Sections 1-252 and 1-256 of the Anne Arundel County Code (1967 Edition and Supplements), Title 1, "Administration", Subtitle 2, "Personnel", Article IV, "Employees' Relations", to provide that Anne Arundel County may include in a memorandum of agreement with an employee organization which has been certified as an exclusive representative of employees, a provision to require certain employees in such units who elect not to become or remain members of the certified employee organization to pay a service fee as a condition of employment in a certain amount and for certain purposes; and to provide further a right of check-off of dues or service fees to any certified employee organization upon certain conditions and for a certain period of time; and to provide further that nothing in the "Employees' Relations" law shall preclude the County from including in a memorandum of agreement with a certified employee organization a provision to require certain employees in an appropriate representation unit who elect not to become or remain members of the certified employee organization to pay a service fee as a condition of employment in a certain amount and for certain purposes; and matters related thereto.

WHEREAS, pursuant to the Employee Relations law of Anne Arundel County, the employee organization designated as the certified exclusive representative in an appropriate representation unit covered by the said Employee Relations law, is declared to be "the exclusive representative" of all employees in such units; and

WHEREAS, the said employee organizations have the duty and responsibility under the said law to represent all employees in the aforesaid representation unit, irrespective of union membership, fairly, and without discrimination, in the negotiation, administration and implementation of the terms of the memorandum of agreement and all modification and amendments thereto, including related proceedings before a mediator or fact-finder; in the processing of grievances; in the conduct of disciplinary proceedings and in the appeal thereof; in the protection and improvement of civil service rights; and in any and all other proceedings and matters for which the employee organization is the exclusive representative as a result of its certification; and

WHEREAS, public policy of Anne Arundel County necessitates that stability in the bargaining relationships between the County as an employer and the certified employee organizations, as the exclusive collective negotiating agents of its employees, be strengthened so as to enhance and assure the ability of the said freely chosen exclusive representatives of County employees to effectuate collective bargaining, and otherwise fairly represent employees during the period of such representative status, thereby improving the collective bargaining process and increasing the
