

(2) -- THE COMPENSATION OF THE OTHER 2 ARBITRATORS, AS WELL AS ALL STENOGRAPHIC AND OTHER EXPENSES INCURRED BY THE ARBITRATION PANEL IN CONNECTION WITH THE ARBITRATION PROCEEDINGS, SHALL BE PAID BY THE CITY.

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(A) -- A WRITTEN AGREEMENT SHALL BE EXECUTED BY THE CITY AND THE EXCLUSIVE REPRESENTATIVE INCORPORATING ANY MATTER OF AGREEMENT REACHED THROUGH COLLECTIVE BARGAINING OR THROUGH ARBITRATION.

(B) -- THE TERMS OF THE AGREEMENT SHALL SUPERSEDE ANY CONFLICTING RULES, REGULATIONS, AND ADMINISTRATIVE POLICIES.

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(A) -- (1) -- THE BALTIMORE CITY POLICE MAY ORGANIZE AND HAVE THE RIGHT TO FORM, JOIN, OR ASSIST ANY EMPLOYEE ORGANIZATION, TO BARGAIN COLLECTIVELY THROUGH REPRESENTATIVES THEY HAVE CHOSEN, AND TO ENGAGE IN OTHER CONCERTED ACTIVITIES FOR THE PURPOSE OF COLLECTIVE BARGAINING.

(2) -- (1) -- ANY EMPLOYEE ORGANIZATION CERTIFIED AS THE EXCLUSIVE REPRESENTATIVE OF EMPLOYEES OF THE BALTIMORE CITY POLICE DEPARTMENT ON THE PRESENTATION OF DUES DEDUCTION AUTHORIZATION CARDS DULY EXECUTED BY INDIVIDUAL EMPLOYEES IN THE UNIT, SHALL BE ENTITLED TO HAVE EMPLOYEES' MEMBERSHIP DUES DEDUCTED FROM THEIR PAYCHECKS AND REMITTED TO THE DESIGNATED EMPLOYEE ORGANIZATION.

(1) -- THIS AUTHORIZATION IS IRREVOCABLE UNLESS WRITTEN NOTICE OF TERMINATION BY THE EMPLOYEE IS GIVEN TO THE CITY AND THE EMPLOYEE ORGANIZATION AT LEAST 30 DAYS PRIOR TO THE EXPIRATION OF THE CONTRACT.

(3) -- AN EMPLOYEE ORGANIZATION SHALL BE ENTITLED TO DUES DEDUCTIONS ONLY WHEN THE EMPLOYEE ORGANIZATION HAS BEEN CERTIFIED AS THE EXCLUSIVE REPRESENTATIVE AND ONLY DURING THE PERIOD THAT THE EMPLOYEE ORGANIZATION CONTINUES TO BE SO CERTIFIED AS THE EXCLUSIVE REPRESENTATIVE.

(4) -- ON A MAJORITY VOTE OF THE EMPLOYEES OF THE BALTIMORE CITY POLICE DEPARTMENT, AN EMPLOYER SHALL BE REQUIRED TO DEDUCT FROM THE SALARIES OF ALL EMPLOYEES OF THE BALTIMORE CITY POLICE DEPARTMENT AN AMOUNT EQUAL TO THE DUES CHARGED MEMBERS OF A RECOGNIZED ORGANIZATION.

(5) -- ANY EMPLOYEES' FEE COLLECTED MAY NOT BE USED FOR POLITICAL REASONS.

(B) -- ANY INDIVIDUAL EMPLOYEE OR GROUP OF EMPLOYEES MAY AT ANY TIME PRESENT GRIEVANCES TO THE EMPLOYER AND TO HAVE THE GRIEVANCES ADJUSTED WITHOUT THE INTERVENTION OF THE