

B. SELECT A LABOR ORGANIZATION AS THEIR EXCLUSIVE REPRESENTATIVE REPRESENTATION UNIT;

C. ENGAGE IN COLLECTIVE BARGAINING WITH THE SHERIFF, OR THE SHERIFF'S DESIGNEE, BALTIMORE COUNTY ADMINISTRATION, OR ITS DESIGNEE, CONCERNING WAGES AND BENEFITS, NOT REGULATED BY THE SHERIFF, THROUGH A LABOR ORGANIZATION CERTIFIED AS THEIR EXCLUSIVE REPRESENTATIVE REPRESENTATION UNIT;

D. SUBJECT TO SUBSUBPARAGRAPH 2 OF THIS SUBPARAGRAPH, ENTER INTO A COLLECTIVE BARGAINING AGREEMENT, THROUGH THEIR EXCLUSIVE REPRESENTATIVE REPRESENTATION UNIT, COVERING THOSE WAGES AND BENEFITS NOT REGULATED BY THE SHERIFF; AND

E. DECERTIFY A LABOR ORGANIZATION AS THEIR EXCLUSIVE REPRESENTATIVE REPRESENTATION UNIT.

2. ANY ADDITIONAL FUNDING REQUIRED AS A RESULT OF A NEGOTIATED COLLECTIVE BARGAINING AGREEMENT SHALL BE SUBJECT TO APPROVAL BY THE COUNTY COUNCIL.

(III) 1. A LABOR ORGANIZATION SHALL BE DEEMED CERTIFIED AS AN EXCLUSIVE REPRESENTATIVE REPRESENTATION UNIT IF THE FOLLOWING CONDITIONS ARE MET:

A. A PETITION FOR THE LABOR ORGANIZATION TO BE RECOGNIZED BY THE SHERIFF BALTIMORE COUNTY ADMINISTRATION IS SIGNED BY AT LEAST 51% OF THE DEPUTY SHERIFFS AT THE RANK OF LIEUTENANT AND BELOW INDICATING THEIR DESIRE TO BE EXCLUSIVELY REPRESENTED BY THE PETITIONER FOR THE PURPOSE OF COLLECTIVE BARGAINING; AND

B. THE PETITION IS SUBMITTED TO THE SHERIFF BALTIMORE COUNTY ADMINISTRATION.

2. IF THE SHERIFF BALTIMORE COUNTY ADMINISTRATION DOES NOT CHALLENGE THE VALIDITY OF THE PETITION WITHIN 10 CALENDAR DAYS FOLLOWING THE RECEIPT OF THE PETITION, THE LABOR ORGANIZATION SHALL BE DEEMED CERTIFIED AS THE EXCLUSIVE REPRESENTATIVE REPRESENTATION UNIT.

3. IF THE SHERIFF BALTIMORE COUNTY ADMINISTRATION CHALLENGES THE VALIDITY OF THE PETITION, THE AMERICAN ARBITRATION ASSOCIATION SHALL BE REQUESTED TO APPOINT A THIRD-PARTY NEUTRAL TO CONDUCT AN ELECTION AND TO CERTIFY WHETHER THE LABOR ORGANIZATION HAS BEEN SELECTED AS THE EXCLUSIVE REPRESENTATIVE REPRESENTATION UNIT BY A MAJORITY OF THE VOTES CAST IN THE ELECTION.

4. THE COSTS ASSOCIATED WITH THE AMERICAN ARBITRATION ASSOCIATION AND THE THIRD-PARTY NEUTRAL SHALL BE SHARED EQUALLY BY THE PARTIES.

(IV) 1. FOLLOWING CERTIFICATION OF AN EXCLUSIVE REPRESENTATIVE REPRESENTATION UNIT AS PROVIDED IN SUBPARAGRAPH (III) OF