

16-311. MEDIATORS.

(A) WHEN THEY MAY BE USED.

A MEDIATOR MAY BE USED IN COLLECTIVE BARGAINING WHEN:

(1) THE MONTGOMERY COMMISSION AND THE EMPLOYEE ORGANIZATION AGREE TO MEDIATION; OR

(2) AN IMPASSE RESULTS, AND THE MONTGOMERY COMMISSION OR THE EMPLOYEE ORGANIZATION REQUESTS MEDIATION.

(B) CHOOSING A MEDIATOR.

(1) THE MONTGOMERY COMMISSION AND THE EMPLOYEE ORGANIZATION TOGETHER SHALL CHOOSE THE MEDIATOR FROM A LIST SUPPLIED BY THE AMERICAN ARBITRATION ASSOCIATION OR THE FEDERAL MEDIATION AND CONCILIATION SERVICE.

(2) IF THE MONTGOMERY COMMISSION AND THE EMPLOYEE ORGANIZATION CANNOT AGREE ON A MEDIATOR, THE LABOR RELATIONS ADMINISTRATOR SHALL CHOOSE THE MEDIATOR.

(C) COSTS OF MEDIATION TO BE SHARED.

THE MONTGOMERY COMMISSION AND THE EMPLOYEE ORGANIZATION SHALL SHARE THE COSTS OF MEDIATION EQUALLY.

REVISOR'S NOTE: This section is new language derived without substantive change from former Art. 44A, § 2-106(m).

In subsection (b)(2) of this section, the former reference to "mutually" agree is deleted as redundant.

Defined term: "Montgomery Commission" § 16-101

16-312. COLLECTIVE BARGAINING AGREEMENTS.

(A) CONTENTS.

(1) THE MONTGOMERY COMMISSION AND AN EMPLOYEE ORGANIZATION CERTIFIED AS THE EXCLUSIVE REPRESENTATIVE OF A BARGAINING UNIT SHALL EXECUTE A COLLECTIVE BARGAINING AGREEMENT INCORPORATING ALL MATTERS OF AGREEMENT ON WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT.

(2) IF A COLLECTIVE BARGAINING AGREEMENT PROVIDES FOR A GRIEVANCE PROCEDURE, THAT GRIEVANCE PROCEDURE SHALL BE THE ONLY PROCEDURE FOR EMPLOYEES IN THE BARGAINING UNIT.

(3) THE COLLECTIVE BARGAINING AGREEMENT MAY INCLUDE AN AGENCY SHOP OR OTHER UNION SECURITY PROVISION.

(B) AGREEMENT SUPERSEDES ANY CONFLICTING REGULATION OR POLICY.