

~~(K) (1) THE COMMISSION AND EMPLOYEE ORGANIZATION CERTIFIED AS 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) THE COLLECTIVE BARGAINING AGREEMENT SHALL INCLUDE A GRIEVANCE PROCEDURE. THE GRIEVANCE PROCEDURE SHALL APPLY TO ANY GRIEVANCE ARISING IN THE BARGAINING UNIT AND MAY PROVIDE FOR FINAL AND BINDING ARBITRATION OF GRIEVANCES.~~

~~(3) (1) THE COLLECTIVE BARGAINING AGREEMENT SHALL PROVIDE FOR THE DEDUCTION OF DUES FROM THE PAY OF EMPLOYEES IN THE BARGAINING UNIT WHO AUTHORIZE THE DEDUCTION IN WRITING.~~

~~(II) AN EMPLOYEE AUTHORIZATION FOR DUES DEDUCTION MAY NOT:~~

~~1. EXTEND BEYOND THE TERM OF THE COLLECTIVE BARGAINING AGREEMENT; OR~~

~~2. BE CONSIDERED IRREVOCABLE FOR LONGER THAN 1 YEAR.~~

~~(III) CONSISTENT WITH THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT, THE COMMISSION PERIODICALLY SHALL PAY TO THE EMPLOYEE ORGANIZATION DUES THAT IT COLLECTS ON THE EMPLOYEE ORGANIZATION'S BEHALF.~~

~~(IV) THE COMMISSION MAY ONLY DEDUCT DUES FROM THE PAY OF EMPLOYEES FOR AN EMPLOYEE ORGANIZATION THAT IS CERTIFIED AS AN EXCLUSIVE REPRESENTATIVE.~~

~~(4) THE COLLECTIVE BARGAINING AGREEMENT MAY INCLUDE AN AGENCY SHOP PROVISION ESTABLISHING, SUBJECT TO THE COLLECTIVE BARGAINING AGREEMENT, A CONDITION OF EMPLOYMENT.~~

~~(5) THE COLLECTIVE BARGAINING AGREEMENT SUPERSEDES ANY CONFLICTING REGULATION OR ADMINISTRATIVE POLICY OF THE COMMISSION.~~

~~(6) A SINGLE YEAR OR MULTIPLE YEAR COLLECTIVE BARGAINING AGREEMENT SHALL EXPIRE AT THE CLOSE OF THE APPROPRIATE FISCAL YEAR.~~

~~(L) (1) THE COMMISSION SHALL INCLUDE IN ITS ANNUAL PROPOSED OPERATING BUDGET SUBMITTED TO THE COUNTY EXECUTIVES OF MONTGOMERY COUNTY AND PRINCE GEORGE'S COUNTY ADEQUATE FUNDING TO CARRY OUT A COLLECTIVE BARGAINING AGREEMENT.~~

~~(2) IF MONTGOMERY COUNTY OR PRINCE GEORGE'S COUNTY REDUCES OR DELETES ANY ITEM IN THE COMMISSION'S BUDGET THAT AFFECTS THE IMPLEMENTATION OF THE COLLECTIVE BARGAINING AGREEMENT, WITHIN 20 DAYS~~