

~~(2) WITHIN 10 BUSINESS DAYS AFTER THE ALLEGED VIOLATION, THE PARTY CHARGING AN UNFAIR LABOR PRACTICE SHALL SUBMIT THE CHARGE IN WRITING TO THE PARTY ALLEGED TO HAVE COMMITTED THE UNFAIR LABOR PRACTICE.~~

~~(3) WITHIN 5 DAYS AFTER AN UNFAIR LABOR PRACTICE CHARGE IS SUBMITTED, THE COMMISSION AND EMPLOYEE ORGANIZATION SHALL SELECT FROM A LIST SUPPLIED BY THE AMERICAN ARBITRATION ASSOCIATION OR THE FEDERAL MEDIATION AND CONSOLIDATION SERVICE AN IMPARTIAL 3RD PARTY TO INVESTIGATE THE CHARGE, HOLD HEARINGS, AND DECIDE WHETHER AN UNFAIR LABOR PRACTICE HAS OCCURRED.~~

~~(4) THE IMPARTIAL 3RD PARTY:~~

~~(I) SHALL ISSUE A FINDING OF FACTS AND CONCLUSION OF LAW;~~

~~(II) MAY ORDER THE PARTY CHARGED WITH THE UNFAIR LABOR PRACTICE TO CEASE AND DESIST FROM THE PROHIBITED PRACTICE; AND~~

~~(III) MAY ORDER AFFIRMATIVE ACTS THAT WILL REMEDY THE VIOLATION OF THIS SECTION.~~

~~(5) IF THE IMPARTIAL 3RD PARTY FINDS THAT THE PARTY CHARGED WITH THE UNFAIR LABOR PRACTICE HAS NOT COMMITTED ANY PROHIBITED PRACTICE, THE IMPARTIAL 3RD PARTY SHALL ISSUE AN ORDER DISMISSING THE CHARGES.~~

~~(6) THE COMMISSION AND EMPLOYEE ORGANIZATION SHALL SHARE EQUALLY THE COST OF ANY UNFAIR LABOR PRACTICE PROCEEDING.~~

2-112.1.

(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(2) "CONFIDENTIAL EMPLOYEE" MEANS AN EMPLOYEE WHO ASSISTS OR ACTS IN A CONFIDENTIAL CAPACITY WITH RESPECT TO AN INDIVIDUAL WHO FORMULATES, DETERMINES, OR EFFECTUATES MANAGEMENT POLICIES IN THE FIELD OF LABOR-MANAGEMENT RELATIONS.

(3) "PROBATIONARY EMPLOYEE" MEANS A CAREER MERIT SYSTEM EMPLOYEE DURING THE PENDENCY OF THE EMPLOYEE'S INITIAL PROBATIONARY PERIOD FOLLOWING EMPLOYMENT.

(B) THE RIGHTS GRANTED TO COMMISSION MERIT SYSTEM EMPLOYEES UNDER THIS SECTION DO NOT APPLY TO:

(1) ATTORNEYS IN THE GENERAL COUNSEL'S OFFICE;

(2) CONFIDENTIAL EMPLOYEES;

(3) EMPLOYEES WHO ARE AT GRADE 20 OR ABOVE;

(4) PARK POLICE OFFICERS;