

(7) (I) THIS SUBSECTION DOES NOT APPLY TO OFFICERS IN THE SHERIFF'S OFFICE AT A RANK OF LIEUTENANT OR ABOVE.

(II) DEPUTIES, OFFICERS, AND CIVILIAN EMPLOYEES OF THE SHERIFF'S OFFICE, INCLUDING THE ALLEGANY COUNTY JAIL, HAVE THE RIGHT TO ORGANIZE AND BARGAIN COLLECTIVELY WITH THE SHERIFF CONCERNING ~~WAGES, BENEFITS, AND TERMS AND CONDITIONS OF EMPLOYMENT~~ WAGES AND BENEFITS, THROUGH A LABOR ORGANIZATION SELECTED BY THE MAJORITY OF THE DEPUTIES, OFFICERS, AND CIVILIAN EMPLOYEES.

(III) THE SHERIFF SHALL MEET WITH THE LABOR ORGANIZATION AND ENGAGE IN GOOD FAITH NEGOTIATIONS TO REACH A WRITTEN AGREEMENT ON ~~WAGES, BENEFITS, AND TERMS AND CONDITIONS OF EMPLOYMENT~~ WAGES AND BENEFITS.

(IV) 1. IF THE SHERIFF AND THE LABOR ORGANIZATION ARE UNABLE TO AGREE TO THE INTERPRETATION OR APPLICATION OF A WRITTEN AGREEMENT ENTERED UNDER THIS SUBSECTION, THE SHERIFF OR THE LABOR ORGANIZATION MAY DEMAND ARBITRATION BEFORE A NEUTRAL LABOR ARBITRATOR IN ACCORDANCE WITH THIS PARAGRAPH.

2. AN ARBITRATION INITIATED UNDER THIS PARAGRAPH SHALL BE CONDUCTED BEFORE A SINGLE ARBITRATOR.

3. THE ARBITRATOR SHALL BE SELECTED TO HEAR THE DISPUTE FROM A PANEL OF SEVEN ARBITRATORS WHO ARE MEMBERS OF THE NATIONAL ACADEMY OF ARBITRATORS. THE PANEL SHALL BE REQUESTED FROM THE FEDERAL MEDIATION AND CONCILIATION SERVICE.

4. THE PARTIES SHALL SELECT AN ARBITRATOR BY ALTERNATIVE STRIKES FROM THE PANEL.

5. THE ARBITRATOR SELECTED MAY SCHEDULE A HEARING, ISSUE SUBPOENAS TO COMPEL THE TESTIMONY OF WITNESSES AND THE PRODUCTION OF DOCUMENTS, ADMINISTER OATHS, AND DECLARE THE RECORD CLOSED.

6. THE WRITTEN DECISION OF THE ARBITRATOR SHALL BE FINAL AND BINDING ON THE SHERIFF, EMPLOYEE, AND THE LABOR ORGANIZATION.

7. THE SHERIFF AND LABOR ORGANIZATION SHALL SHARE EQUALLY IN THE COSTS OF THE ARBITRATION PROCEEDING.

(V) THIS SUBSECTION MAY NOT BE CONSTRUED TO AUTHORIZE AN EMPLOYEE OF THE SHERIFF'S OFFICE OR OF THE ALLEGANY COUNTY JAIL TO ENGAGE IN A STRIKE.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 1993.

Approved May 27, 1993.