

(IV) NEED TO BE IMPLEMENTED QUICKLY AND FOR WHICH THERE IS NO REASONABLE ALTERNATIVE.

(B) PERIOD OF CERTIFICATION.

THE SECRETARY MAY ISSUE A CERTIFICATION FOR ANY EFFECTIVE PERIOD THAT DOES NOT EXCEED THE PERIOD OF THE CONTRACT BETWEEN THE UNIT AND THE CONTRACTUAL EMPLOYEE.

REVISOR'S NOTE: This section is new language derived without substantive change from former Art. 64A, § 15A(b)(1) and (d).

In subsection (a) of this section, the introductory qualification and cross-reference are added for clarity.

Defined terms: "Classified service" § 1-101

"Contractual employee" § 1-101

"Position" § 1-101

"Secretary" § 1-101

"Unclassified service" § 1-101

12-203. RECRUITMENT AND SELECTION.

(A) IN GENERAL.

THE SECRETARY SHALL ADOPT GUIDELINES FOR THE RECRUITMENT AND SELECTION OF CONTRACTUAL EMPLOYEES.

(B) GUIDELINE REQUIREMENTS.

THESE GUIDELINES SHALL REQUIRE A CONTRACTING UNIT:

(1) TO MAKE A REASONABLE EFFORT TO PUBLICLY SOLICIT APPLICANTS FOR CONTRACTUAL EMPLOYMENT;

(2) TO MAKE A REASONABLE EFFORT TO SCREEN AND SELECT CONTRACTUAL EMPLOYEES BY USING METHODS AND CRITERIA THAT ARE UNIFORMLY APPLIED TO ALL APPLICANTS FOR A PARTICULAR INSTANCE OF CONTRACTUAL EMPLOYMENT; AND

(3) TO USE CRITERIA TO SELECT CONTRACTUAL EMPLOYEES THAT:

(I) ARE BASED ON THE QUALIFICATIONS OF THE APPLICANT; AND

(II) CONFORM TO SUBSECTION (C) OF THIS SECTION.

(C) DISCRIMINATION PROHIBITED.

(1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION, EACH CONTRACTING UNIT SHALL SELECT CONTRACTUAL EMPLOYEES WITHOUT REGARD TO:

(I) AGE;

(II) ANCESTRY;