

EACH EMPLOYER COVERED BY THIS SUBTITLE SHALL HAVE THE AUTHORITY TO ENACT A LOCAL LAW OR ORDINANCE TO PERMIT COLLECTIVE BARGAINING BETWEEN THE EMPLOYER AND ANY EMPLOYEE ORGANIZATION THAT THE EMPLOYER HAS RECOGNIZED AS AN EXCLUSIVE REPRESENTATIVE OF ITS EMPLOYEES.

4-503.

ONCE AUTHORIZED BY A LOCAL LAW OR ORDINANCE, COLLECTIVE BARGAINING BETWEEN AN EMPLOYER COVERED BY THIS SUBTITLE AND AN EXCLUSIVE REPRESENTATIVE MAY INCLUDE IN A MEMORANDUM OF UNDERSTANDING BETWEEN THE EMPLOYER AND THE EMPLOYEE ORGANIZATION SPECIFIC TERMS AND CONDITIONS OF EMPLOYMENT.

4-504.

SUBJECT TO PROVISIONS CONCERNING BUDGETARY AND FISCAL PROCEDURES CONTAINED IN THE EMPLOYER'S CHARTER, IF RATIFIED OR APPROVED BY A LEGISLATIVE ENACTMENT OF THE EMPLOYER, AND IF SIGNED BY THE CHIEF EXECUTIVE OFFICER OF THE EMPLOYER, A MEMORANDUM OF UNDERSTANDING BETWEEN THE EMPLOYER AND AN EXCLUSIVE REPRESENTATIVE SHALL BIND THE EMPLOYER FOR THE PERIOD OF TIME WHICH IS PROVIDED IN THE AGREEMENT.

4-505.

(A) SUBJECT TO SUBSECTION (B) OF THIS SECTION, THIS SUBTITLE ONLY APPLIES TO:

(1) EACH CHARTER COUNTY THAT ENGAGED IN COLLECTIVE BARGAINING WITH AN EMPLOYEE ORGANIZATION PRIOR TO OCTOBER 1, 1994; AND

(2) EACH MUNICIPAL CORPORATION THAT ENGAGES IN COLLECTIVE BARGAINING WITH AN EMPLOYEE ORGANIZATION PRIOR TO OCTOBER 1, 1995.

(B) THIS SUBTITLE MAY NOT BE CONSTRUED TO REPEAL OR LIMIT ANY LOCAL CHARTER PROVISION THAT EXTENDS COLLECTIVE BARGAINING RIGHTS TO EMPLOYEES OF EMPLOYERS AND, IF A LOCAL CHARTER AUTHORIZES OR GRANTS COLLECTIVE BARGAINING RIGHTS TO ANY EMPLOYEES, THE PROVISIONS OF THIS SUBTITLE DO NOT APPLY.

(C) THIS SUBTITLE MAY NOT BE CONSTRUED TO:

(1) REQUIRE ANY FORM OF COLLECTIVE BARGAINING;

(2) REQUIRE ANY METHOD, MEANS, OR SCOPE OF BARGAINING BETWEEN AN EMPLOYER AND EXCLUSIVE REPRESENTATIVE; OR

(3) AUTHORIZE BINDING INTEREST ARBITRATION.

THIS SUBTITLE DOES NOT APPLY TO ANY EMPLOYER FOR WHICH COLLECTIVE BARGAINING PROVISIONS HAVE BEEN ENACTED BY ANY LAW UNLESS: