

~~(1) THE SECRETARY SHALL PREPARE A MEMORANDUM OF UNDERSTANDING AND SUBMIT THE MEMORANDUM TO THE GOVERNOR AND THE GENERAL ASSEMBLY BY NOVEMBER 15 FOR THEIR CONSIDERATION, AND~~

~~(2) NOTHING CONTAINED WITHIN THE MEMORANDUM OF UNDERSTANDING SHALL BE BINDING ON THE GOVERNOR OR THE GENERAL ASSEMBLY.~~

~~3-206.~~

~~THE SECRETARY SHALL ADOPT REGULATIONS TO CARRY OUT THE PROVISIONS OF THIS SUBTITLE.~~

SUBTITLE 3. EMPLOYEE/MANAGEMENT TEAMS.

~~3-301. 3-101.~~

(A) IN THIS SUBTITLE TITLE THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(B) "EMPLOYEE/MANAGEMENT TEAM" MEANS A GROUP ESTABLISHED BY THE HEAD OF A PRINCIPAL UNIT, THAT IS COMPRISED OF MEMBERS OF MANAGEMENT AND EMPLOYEES FOR THE PURPOSE OF WORKING TOGETHER THROUGH OPEN AND CANDID DISCUSSIONS ON ISSUES OF MUTUAL INTEREST.

~~3-302. 3-102.~~

(A) EACH PRINCIPAL UNIT WITHIN THE STATE PERSONNEL MANAGEMENT SYSTEM SHALL EMPOWER EMPLOYEES THROUGH THE ESTABLISHMENT OF EMPLOYEE/MANAGEMENT TEAMS.

(B) (1) ON OR BEFORE JANUARY 1 OF EACH YEAR, THE HEAD OF EACH PRINCIPAL UNIT SHALL SUBMIT A PLAN TO THE SECRETARY IDENTIFYING THE NUMBER OF EMPLOYEE/MANAGEMENT TEAMS ESTABLISHED AND DESCRIBING THE OBJECTIVES ASSIGNED TO EACH EMPLOYEE/MANAGEMENT TEAM.

(2) THE SECRETARY SHALL EVALUATE THE PLAN OF EACH PRINCIPAL UNIT WITH REGARD TO SERVICING THE INTERESTS OF THE PUBLIC AND IN FOSTERING A SYSTEM OF PARTICIPATIVE MANAGEMENT.

(3) IF THE SECRETARY DETERMINES THAT THE PLAN IS INADEQUATE, THE SECRETARY MAY REQUIRE THE HEAD OF THE PRINCIPAL UNIT TO DEVELOP AN ALTERNATIVE PLAN BASED ON CRITERIA DEVELOPED BY THE SECRETARY.

~~3-303. 3-103.~~

THE SECRETARY MAY WAIVE THE REQUIREMENTS OF THIS SUBTITLE TITLE FOR ANY PRINCIPAL UNIT IF:

(1) THE HEAD OF THE PRINCIPAL UNIT PROVIDES THE SECRETARY WITH AN EXPLANATION DESCRIBING THE UNIQUE CHARACTERISTICS OF THE PRINCIPAL UNIT THAT WOULD INHIBIT THE FORMATION OF EMPLOYEE/MANAGEMENT TEAMS OR REDUCE THEIR EFFECTIVENESS; AND