

(IV) THE ROADS DEPARTMENT.

(C) "CERTIFICATION" MEANS THE PROCEDURE WHEREBY A LABOR ORGANIZATION IS ELECTED AND OFFICIALLY RECOGNIZED AS THE EXCLUSIVE BARGAINING REPRESENTATIVE OF A GROUP OF COUNTY EMPLOYEES.

(D) "COUNTY" MEANS THE BOARD OF COUNTY COMMISSIONERS OF WASHINGTON COUNTY, MARYLAND.

(E) (1) "COUNTY EMPLOYEE" MEANS ANY PERSON WHO OCCUPIES A PERMANENT, FULL-TIME, HOURLY POSITION IN THE EMPLOYMENT OF THE COUNTY.

(2) "COUNTY EMPLOYEE" DOES NOT INCLUDE:

(I) SUPERVISORS OR PROFESSIONAL EMPLOYEES;

(II) EMPLOYEES WHO FORMULATE COUNTY POLICY;

(III) EMPLOYEES WHO MAY REASONABLY BE REQUIRED ON BEHALF OF THE COUNTY TO ASSIST IN PREPARING FOR OR CONDUCTING LABOR NEGOTIATIONS;

(IV) EMPLOYEES WHO ASSIST IN ADMINISTERING MEMORANDA OF UNDERSTANDING;

(V) EMPLOYEES WHO HAVE A MAJOR ROLE IN PERSONNEL ADMINISTRATION OR SECURITY SERVICES OR WHO ACT IN A CONFIDENTIAL CAPACITY TO THOSE EMPLOYEES; OR

(VI) COUNTY EMPLOYEES EMPLOYED AT THE WASHINGTON COUNTY REGIONAL AIRPORT.

(F) "DECERTIFICATION" MEANS THE PROCEDURE BY WHICH OFFICIAL RECOGNITION OF A LABOR ORGANIZATION AS AN EXCLUSIVE BARGAINING REPRESENTATIVE IS WITHDRAWN OR REVOKED.

(G) "EMPLOYER" MEANS THE BOARD OF COUNTY COMMISSIONERS OF WASHINGTON COUNTY, MARYLAND.

(H) "EXCLUSIVE REPRESENTATIVE" MEANS THE LABOR ORGANIZATION WHICH HAS BEEN DULY CERTIFIED UNDER THESE PROCEDURES TO REPRESENT A UNIT OF EMPLOYEES.

(I) "IMPARTIAL AGENCY" MEANS ANY OF THE FOLLOWING ORGANIZATIONS OR OTHER SIMILAR ORGANIZATIONS:

(1) THE FEDERAL MEDIATION AND CONCILIATION SERVICE; OR

(2) THE AMERICAN ARBITRATION ASSOCIATION.

(J) (1) "LABOR ORGANIZATION" MEANS ANY RECOGNIZED ORGANIZATION IN WHICH EMPLOYEES PARTICIPATE AND WHICH HAS AS ONE OF ITS PURPOSES THE REPRESENTATION OF EMPLOYEES CONCERNING THE TERMS AND CONDITIONS OF EMPLOYMENT.