

(2) "LABOR ORGANIZATION" DOES NOT INCLUDE ANY ORGANIZATION THAT DISCRIMINATES BECAUSE OF AGE, RACE, COLOR, SEX, CREED, HANDICAP, OR NATIONAL ORIGIN, WITH REGARD TO THE ACQUISITIONS OR RETENTION OF MEMBERSHIP, OR IN ACCEPTING OR ADVANCING MEMBERS IN ANY TRAINING, APPRENTICESHIP, OR EMPLOYMENT PROGRAM.

(K) "PROFESSIONAL EMPLOYEE" MEANS ANY EMPLOYEE ENGAGED IN WORK WHICH IS PREDOMINATELY INTELLECTUAL AND VARIED IN CHARACTER AS OPPOSED TO ROUTINE MENTAL, MANUAL, MECHANICAL, OR PHYSICAL WORK, WHICH INVOLVES THE CONSISTENT EXERCISE OF DISCRETION AND JUDGMENT IN ITS PERFORMANCE, OR IS OF A CHARACTER THAT THE OUTPUT PRODUCED OR THE RESULT ACCOMPLISHED CANNOT BE STANDARDIZED IN RELATION TO A GIVEN TIME PERIOD, AND WHICH REQUIRES KNOWLEDGE OF AN ADVANCED TYPE IN A FIELD OF SCIENCE OR LEARNING CUSTOMARILY ACQUIRED BY A PROLONGED COURSE OF SPECIALIZED INTELLECTUAL INSTRUCTION AND A STUDY IN AN INSTITUTION OF HIGHER LEARNING AS DISTINGUISHED FROM A GENERAL ACADEMIC EDUCATION OR FROM AN APPRENTICESHIP OR FROM TRAINING IN THE PERFORMANCE OF ROUTINE MENTAL, MANUAL, OR PHYSICAL PROCESSES.

(L) "STRIKE" MEANS THE CONCERTED FAILURE OF COUNTY EMPLOYEES TO REPORT FOR DUTY, THE WILLFUL ABSENCE OF COUNTY EMPLOYEES FROM THEIR POSITIONS, THE STOPPAGE OR SLOWDOWN OF WORK OR THE ABSTINENCE IN WHOLE OR IN PART FROM THE FULL, FAITHFUL, AND PROPER PERFORMANCE OF THE EMPLOYEES' DUTIES OR IN ANY MANNER INTERFERING WITH THE OPERATION OF ANY PUBLIC EMPLOYER, WHERE THE OBJECT IS TO INDUCE, INFLUENCE, OR COERCE CHANGE OR CONTINUATION IN THE TERMS, CONDITIONS, RIGHTS, OR PRIVILEGES OF EMPLOYMENT, OR TO FORCE OR REQUIRE THE COUNTY TO ADOPT ANY POLICY OR TAKE OR NOT TAKE ANY COURSE OF ACTION.

(M) "SUPERVISOR" MEANS AN INDIVIDUAL HAVING AUTHORITY, IN THE INTEREST OF THE COUNTY, TO HIRE, TRANSFER, SUSPEND, LAY OFF, RECALL, PROMOTE, DISCHARGE, ASSIGN, REWARD, OR DISCIPLINE COUNTY EMPLOYEES, OR RESPONSIBILITY TO DIRECT THEM, OR TO EVALUATE THEIR PERFORMANCE, OR TO ADJUST THEIR GRIEVANCES, OR EFFECTIVELY TO RECOMMEND SUCH ACTION, IF IN CONNECTION WITH THE FOREGOING, THE EXERCISE OF AUTHORITY IS NOT MERELY ROUTINE OR CLERICAL IN NATURE, BUT REQUIRES THE USE OF INDEPENDENT JUDGMENT.

1-903.

(A) (1) EMPLOYEES SHALL HAVE THE RIGHT TO SELF-ORGANIZE, TO FORM, JOIN, OR ASSIST LABOR ORGANIZATIONS, TO BARGAIN COLLECTIVELY THROUGH REPRESENTATIVES OF THEIR OWN CHOOSING, AND TO ENGAGE IN OTHER CONCERTED ACTIVITIES FOR THE PURPOSE OF COLLECTIVE BARGAINING, AND SHALL ALSO HAVE THE RIGHT TO REFRAIN FROM ANY OR ALL OF SUCH ACTIVITIES EXCEPT TO THE EXTENT THAT SUCH RIGHT MAY BE AFFECTED BY AN AGREEMENT REQUIRING MEMBERSHIP IN A LABOR ORGANIZATION AS A CONDITION OF EMPLOYMENT OR THE PAYMENT OF A MONTHLY SERVICE CHARGE, IN AN AMOUNT NOT TO EXCEED THE REGULAR MONTHLY DUES PAID BY UNION EMPLOYEES TO SUCH LABOR ORGANIZATION AS A CONTRIBUTION TOWARD THE ADMINISTRATION OF THE AGREEMENT.