

(2) EMPLOYEES HIRED PRIOR TO MARCH 30, 1993 AND WHO ARE NOT CURRENTLY MEMBERS OF AN EXISTING BARGAINING UNIT WHO ELECT NOT TO JOIN ARE NOT REQUIRED TO PAY ANY DUES OR SERVICE FEE TO THE LABOR ORGANIZATION REPRESENTING THEM.

(B) UPON THE FILING OF A VALID PETITION AS DESCRIBED IN § 1-907 OF THIS SUBTITLE, ELIGIBLE COUNTY EMPLOYEES SHALL HAVE THE RIGHT TO VOTE BY SECRET BALLOT FOR OR AGAINST THE DESIGNATION OF AN EXCLUSIVE REPRESENTATIVE FOR THE PURPOSE OF MEETING AND NEGOTIATING WITH THE COUNTY WITH RESPECT TO WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT WHICH ARE SUBJECT TO NEGOTIATION UNDER THIS POLICY.

(C) ANY INDIVIDUAL COUNTY EMPLOYEE OR GROUP OF COUNTY EMPLOYEES IN ANY APPROPRIATE UNIT IN WHICH A LABOR ORGANIZATION HAS BEEN CERTIFIED, SHALL HAVE THE RIGHT TO PRESENT GRIEVANCES TO THE COUNTY IN PERSON AND THE COUNTY SHALL CONFER WITH THE EMPLOYEE OR GROUP OF EMPLOYEES IN RELATION THERETO; PROVIDED FURTHER, HOWEVER, THAT THE CERTIFIED EXCLUSIVE REPRESENTATIVE WILL BE AFFORDED THE OPPORTUNITY TO BE PRESENT AT SUCH CONFERENCES AND ANY ADJUSTMENT OR DECISION RESULTING FROM SUCH CONFERENCES MAY NOT BE INCONSISTENT WITH THE TERMS OF ANY MEMORANDUM OF UNDERSTANDING OR CONDITIONS OF EMPLOYMENT ESTABLISHED BY THE CERTIFIED EXCLUSIVE REPRESENTATIVE AND THE COUNTY.

(D) (1) IT IS THE POLICY OF THE COUNTY TO PERMIT REASONABLE ACCESS TO EMPLOYEES BY REPRESENTATIVES OF LABOR ORGANIZATIONS FOR THE PURPOSE OF ORGANIZING.

(2) ANY LABOR ORGANIZATION DESIRING ACCESS TO COUNTY PROPERTY FOR THE PURPOSE OF ORGANIZING EMPLOYEES SHALL SUBMIT A REQUEST IN WRITING TO THE EMPLOYER DETAILING THE PROPOSED AREAS AND TIMES OF SOLICITATION.

(3) THE EMPLOYER SHALL PERMIT ACCESS TO NONWORKING AREAS TO PERMIT INTERESTED EMPLOYEES TO RECEIVE INFORMATION DURING NONWORK TIME WITHOUT UNDULY BURDENING EMPLOYEES WITH UNWANTED SOLICITATION OR DISRUPTING NORMAL BUSINESS OPERATIONS.

1-904.

THE EMPLOYER'S OBLIGATIONS UNDER THIS POLICY, EXCEPT AS EXPRESSLY MODIFIED BY AN AGREEMENT, DOES NOT AFFECT ITS EXCLUSIVE RIGHT TO:

(1) DIRECT COUNTY EMPLOYEES IN THE PERFORMANCE OF THEIR ASSIGNED DUTIES;

(2) HIRE, PROMOTE, TRANSFER, ASSIGN, LAY OFF, RECALL, RETAIN COUNTY EMPLOYEES IN POSITIONS, OR TO SUSPEND, DEMOTE, DISCHARGE, OR TAKE OTHER DISCIPLINARY ACTION AGAINST COUNTY EMPLOYEES FOR CAUSE;

(3) MAINTAIN THE EFFICIENCY OF ALL COUNTY OPERATIONS;

(4) DETERMINE THE METHOD, MEANS, AND EQUIPMENT BY WHICH OPERATIONS ARE TO BE CONDUCTED; OR