

1-908.

(A) THE LABOR ORGANIZATION WHICH HAS BEEN CERTIFIED BY THE COUNTY SHALL BE THE EXCLUSIVE REPRESENTATIVE OF ALL EMPLOYEES IN THE UNIT WHO WISH TO JOIN THE LABOR ORGANIZATION AND AS SUCH SHALL HAVE THE RIGHT TO ACT FOR AND NEGOTIATE MEMORANDA OF UNDERSTANDING COVERING ALL SUCH LABOR ORGANIZATION EMPLOYEES IN THE UNIT AND SHALL BE RESPONSIBLE FOR REPRESENTING THE INTEREST OF SUCH EMPLOYEES WITHOUT DISCRIMINATION AND WITHOUT REGARD TO MEMBERSHIP IN THE LABOR ORGANIZATION.

(B) WHEN THE MEMORANDUM OF UNDERSTANDING PROVIDES FOR A GRIEVANCE PROCEDURE, ONLY THAT PROCEDURE SHALL BE APPLICABLE TO THE EMPLOYEES IN THE UNIT.

1-909.

(A) THE EMPLOYER AND THE EXCLUSIVE REPRESENTATIVE SHALL MEET AT REASONABLE TIMES, INCLUDING MEETINGS IN ADVANCE OF THE COUNTY'S BUDGET-MAKING PROCESS, AND SHALL NEGOTIATE IN GOOD FAITH WITH RESPECT TO WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT WHICH ARE SET FORTH IN SUBSECTION (C) OF THIS SECTION AND WHICH ARE TO BE EMBODIED IN A WRITTEN AGREEMENT, OR ANY QUESTION ARISING THEREUNDER BUT SUCH OBLIGATION MAY NOT COMPEL EITHER THE EMPLOYER OR THE EXCLUSIVE REPRESENTATIVE TO AGREE TO A PROPOSAL OR REQUIRE THE MAKING OF A CONCESSION.

(B) THE EMPLOYER MAY NOT BE REQUIRED TO NEGOTIATE COLLECTIVELY WITH ANY EXCLUSIVE REPRESENTATIVE CERTIFIED AFTER THE TIME THAT THE COUNTY APPROVES ITS ANNUAL OPERATING BUDGET WITH REGARD TO CONDITIONS OF EMPLOYMENT WHICH WOULD REQUIRE THE APPROPRIATION OF FUNDS IN THE ANNUAL OPERATING BUDGET.

(C) SHOULD A LABOR ORGANIZATION BE CERTIFIED AS THE EXCLUSIVE BARGAINING REPRESENTATIVE OF A GROUP OF COUNTY EMPLOYEES, MANDATORY ITEMS TO BE NEGOTIATED IN A MEMORANDUM OF UNDERSTANDING INCLUDE THE FOLLOWING:

- (1) PERSONAL DAYS;
- (2) GRIEVANCE AND ARBITRATION PROCEDURES FOR RESOLVING DISPUTES CONCERNING THE APPLICATION OF COLLECTIVE BARGAINING AGREEMENTS;
- (3) BEREAVEMENT LEAVE;
- (4) OVERTIME;
- (5) HOURS OF WORK AND BASE HOURLY RATES OF PAY;
- (6) SAFETY AND HEALTH;
- (7) MEAL PERIODS; AND
- (8) MILITARY LEAVE.