

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

- (1) HOLIDAYS OR HOLIDAY PAY;
- (2) DUES CHECK-OFF PROCEDURES;
- (3) PROMOTIONS AND DEMOTIONS;
- (4) TRANSFERS AND NEW OR TEMPORARY JOB OPENINGS;
- (5) BUMPING;
- (6) LAYOFF AND RECALL;
- (7) VACATIONS - LEAVE, PAY, CHOICE, CARRYOVER;
- (8) HEALTH AND WELFARE INSURANCE;
- (9) LEAVE OF ABSENCE;
- (10) REST PERIODS, CLEANUP TIME, CALL TIME;
- (11) RATES, JOB CLASSIFICATION AND DESCRIPTIONS;
- (12) RETIREMENT BENEFITS AND PLAN; AND
- (13) WORKING CONDITIONS.

(E) ALL OTHER SUBJECTS OF EMPLOYMENT, INCLUDING BUT NOT LIMITED TO WORK RULES, DISCIPLINE, AND DISCHARGE, AND CONTRACTING AND SUBCONTRACTING WORK ARE NOT NEGOTIABLE AND MAY NOT BE THE SUBJECT OF NEGOTIATIONS.

(F) THE TERM OF ALL MEMORANDA OF UNDERSTANDING SHALL COINCIDE WITH THE COUNTY'S FISCAL YEAR OR YEARS.

(G) THE COUNTY SHALL INCLUDE IN ITS ANNUAL OPERATING BUDGET PROVISIONS FOR THE FUNDING OF ALL TERMS INCLUDED IN ALL MEMORANDA OF UNDERSTANDING.

(H) IF THE COUNTY DELETES ANY ITEM FROM THE COUNTY'S ANNUAL OPERATING BUDGET WHICH AFFECTS THE IMPLEMENTATION OF ANY TERMS OF A MEMORANDUM OF UNDERSTANDING, THE MUTUAL OBLIGATION TO NEGOTIATE COLLECTIVELY AS DESCRIBED HEREIN SHALL CONTINUE, SUBJECT TO SUBSECTION (B) OF THIS SECTION.

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(A) IT SHALL BE AN UNFAIR LABOR PRACTICE FOR THE EMPLOYER OR ANY LABOR ORGANIZATION TO VIOLATE ANY OF THE PROVISIONS OF THIS SUBTITLE BY ENGAGING IN ANY CONDUCT WHICH INTERFERES WITH, RESTRAINS, OR COERCES COUNTY EMPLOYEES IN THE EXERCISE OF THEIR RIGHTS UNDER THIS SUBTITLE OR BY REFUSING TO NEGOTIATE COLLECTIVELY AS DESCRIBED IN THIS SUBTITLE.