

employee organization to execute a collective bargaining agreement; authorizing and requiring that a collective bargaining agreement include certain provisions; requiring a collective bargaining agreement to be effective upon a certain approval; requiring the Commission to include adequate funding to carry out an agreement in its proposed operating budget; allowing the Commission and an employee organization to reopen an agreement within a certain period if the Commission's budget is funded inadequately; granting the Commission, a certified employee organization, and certain employees of the Commission certain rights; prohibiting certain actions; establishing unfair labor practice procedures; defining certain terms; and generally relating to collective bargaining and labor relations matters involving the Housing Opportunities Commission of Montgomery County.

BY adding to

Article 44A - Housing Authorities
Section 2-106
Annotated Code of Maryland
(1998 Replacement Volume)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article 44A - Housing Authorities

2-106.

(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(2) "CONFIDENTIAL EMPLOYEE" MEANS AN EMPLOYEE WHO ASSISTS OR ACTS IN A CONFIDENTIAL CAPACITY WITH RESPECT TO AN INDIVIDUAL WHO FORMULATES, DETERMINES, OR EFFECTUATES MANAGEMENT POLICIES IN THE FIELD OF LABOR-MANAGEMENT RELATIONS.

(3) "PROBATIONARY EMPLOYEE" MEANS A COMMISSION MERIT SYSTEM EMPLOYEE DURING THE PENDENCY OF THE EMPLOYEE'S INITIAL PROBATIONARY PERIOD FOLLOWING EMPLOYMENT.

(B) THE RIGHTS GRANTED TO COMMISSION MERIT SYSTEM EMPLOYEES UNDER THIS SECTION DO NOT APPLY TO:

- (1) ATTORNEYS IN THE GENERAL COUNSEL'S OFFICE;
- (2) CONFIDENTIAL EMPLOYEES;
- (3) PROBATIONARY EMPLOYEES; OR

(4) SUPERVISORS, AS DEFINED IN § 2(11) OF THE NATIONAL LABOR RELATIONS ACT.

(C) (1) COMMISSION EMPLOYEES ARE DIVIDED INTO TWO BARGAINING UNITS THAT CONSIST OF: