

(II) REPRESENT ALL EMPLOYEES IN THE BARGAINING UNIT FAIRLY, WITHOUT DISCRIMINATION, AND WITHOUT REGARD TO WHETHER AN EMPLOYEE IS A MEMBER OF THE EMPLOYEE ORGANIZATION.

(3) AN EMPLOYEE ORGANIZATION MEETS THE REQUIREMENTS OF PARAGRAPH (2)(II) OF THIS SUBSECTION AS LONG AS ITS ACTIONS WITH RESPECT TO EMPLOYEES WHO ARE MEMBERS OF THE EMPLOYEE ORGANIZATION AND EMPLOYEES WHO ARE NOT MEMBERS OF THE EMPLOYEE ORGANIZATION ARE NOT ARBITRARY, DISCRIMINATORY, OR IN BAD FAITH.

(E) (1) AFTER A PUBLIC HEARING, THE COMMISSION SHALL APPOINT AN EXPERIENCED NEUTRAL THIRD PARTY TO SERVE AS LABOR RELATIONS ADMINISTRATOR FOR 1 YEAR.

(2) AFTER THE TERM FOR THE NEUTRAL THIRD PARTY APPOINTED UNDER PARAGRAPH (1) OF THIS SUBSECTION EXPIRES, THE EXCLUSIVE REPRESENTATIVE OR REPRESENTATIVES AND THE COMMISSION SHALL APPOINT, FROM A LIST OF FIVE NOMINEES WHOM THEY HAVE AGREED UPON, A LABOR RELATIONS ADMINISTRATOR FOR A TERM OF 5 YEARS.

(3) AFTER THE TERM FOR THE NEUTRAL THIRD PARTY APPOINTED UNDER PARAGRAPH (1) OF THIS SUBSECTION EXPIRES AND AFTER A PUBLIC HEARING ON THE APPOINTMENT, IF NO EXCLUSIVE REPRESENTATIVE HAS BEEN CERTIFIED UNDER THIS SECTION, THE COMMISSION SHALL APPOINT THE NEXT LABOR RELATIONS ADMINISTRATOR FOR A TERM NOT EXCEEDING 1 YEAR.

(4) A LABOR RELATIONS ADMINISTRATOR IS ELIGIBLE FOR REAPPOINTMENT.

(F) (1) AN EMPLOYEE ORGANIZATION THAT IS CERTIFIED OR THAT SEEKS CERTIFICATION AS AN EXCLUSIVE REPRESENTATIVE UNDER THIS SECTION SHALL SUBMIT TO THE LABOR RELATIONS ADMINISTRATOR:

(I) A COPY OF THE EMPLOYEE ORGANIZATION'S CONSTITUTION AND BYLAWS; AND

(II) ANY CHANGES IN THE CONSTITUTION OR BYLAWS.

(2) THE CONSTITUTION OR BYLAWS SHALL INCLUDE:

(I) A PLEDGE THAT THE EMPLOYEE ORGANIZATION ACCEPTS MEMBERS WITHOUT REGARD TO AGE, MARITAL STATUS, NATIONAL ORIGIN, RACE, RELIGION, DISABILITIES, SEXUAL ORIENTATION, OR GENDER;

(II) THE RIGHT OF MEMBERS TO PARTICIPATE IN THE AFFAIRS OF THE EMPLOYEE ORGANIZATION;

(III) PROCEDURES FOR PERIODIC ELECTIONS FOR OFFICERS BY SECRET BALLOT;

(IV) FAIR PROCEDURES GOVERNING DISCIPLINARY ACTIONS;