

(3) EXCEPT AS PROVIDED IN §§ 3-303 AND 3-305 OF THIS SUBTITLE, ENGAGE IN OTHER CONCERTED ACTIVITIES FOR THE PURPOSE OF COLLECTIVE BARGAINING.

(B) ~~(4) AN EMPLOYEE WHO IS A MEMBER OF A BARGAINING UNIT WITH AN EXCLUSIVE REPRESENTATIVE MAY, WITHOUT THE INTERVENTION OF AN EMPLOYEE ORGANIZATION, DISCUSS ANY MATTER WITH THE EMPLOYER AND PRESENT A GRIEVANCE AND HAVE THE GRIEVANCE RESOLVED.~~

~~(2) WHEN A GRIEVANCE IS RESOLVED UNDER PARAGRAPH (1) OF THIS SUBSECTION:~~

~~(I) THE RESOLUTION MAY NOT BE INCONSISTENT WITH THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT THEN IN EFFECT BETWEEN THE EMPLOYER AND THE EXCLUSIVE AGENT; AND~~

~~(II) THE EXCLUSIVE REPRESENTATIVE SHALL BE NOTIFIED PROMPTLY OF THE RESOLUTION.~~

3-302.

(A) THE STATE, THROUGH ITS APPROPRIATE OFFICERS AND EMPLOYEES, HAS THE RIGHT TO:

(1) (I) DETERMINE THE MISSION, BUDGET, ORGANIZATION, NUMBERS, TYPES AND GRADES OF EMPLOYEES ASSIGNED, THE WORK PROJECTS, TOURS OF DUTY, METHODS, MEANS, AND PERSONNEL BY WHICH ITS OPERATIONS ARE TO BE CONDUCTED, TECHNOLOGY NEEDED, INTERNAL SECURITY PRACTICES, AND RELOCATION OF ITS FACILITIES; AND

(II) MAINTAIN AND IMPROVE THE EFFICIENCY AND EFFECTIVENESS OF GOVERNMENTAL OPERATIONS;

(2) DETERMINE THE:

(I) SERVICES TO BE RENDERED, OPERATIONS TO BE PERFORMED, AND TECHNOLOGY TO BE UTILIZED; AND

(II) OVERALL METHODS, PROCESSES, MEANS, AND CLASSES OF WORK OR PERSONNEL BY WHICH GOVERNMENTAL OPERATIONS ARE TO BE CONDUCTED;

(3) HIRE, DIRECT, SUPERVISE, AND ASSIGN EMPLOYEES;

(4) (I) PROMOTE, DEMOTE, DISCIPLINE, DISCHARGE, RETAIN, AND LAY OFF EMPLOYEES; AND

(II) TERMINATE EMPLOYMENT BECAUSE OF LACK OF FUNDS, LACK OF WORK, UNDER CONDITIONS WHERE THE EMPLOYER DETERMINES CONTINUED WORK WOULD BE INEFFICIENT OR NONPRODUCTIVE, OR FOR OTHER LEGITIMATE REASONS;