

Article 28 - Maryland-National Capital Park and Planning Commission

2-112.1.

(j) (1) The Commission and an employee organization certified as exclusive representative shall meet and engage in collective bargaining in good faith in regard to the following subjects of bargaining:

(i) Salary and wages, including the percentage of the increase in the salary and wages budget that will be devoted to merit increments and cash awards, provided that salaries and wages shall be uniform for all employees in the same classification;

(ii) On or after June 1, 1994, pension and other retirement benefits for active employees;

(iii) Employee benefits such as insurance, leave, holidays, and vacations;

(iv) Hours and working conditions;

(v) Provisions for the orderly processing and settlement of grievances concerning the interpretation and implementation of a collective bargaining agreement that may include:

1. Binding third party arbitration, provided that the arbitrator has no authority to amend, add to, or subtract from the provisions of the collective bargaining agreement; and

2. Provisions for the exclusivity of forum;

(vi) Matters affecting the health and safety of employees; and

(vii) The effect of the exercise of the Commission's rights and responsibilities under subsection [(p)] (Q) of this section on employees.

(2) This subsection does not require the Commission or the employee organization to agree to any proposal or to make any concession.

(3) [The Commission and an employee organization certified as exclusive representative shall make every reasonable effort to complete negotiations at least 2 months prior to the Commission's budget submittal deadline.]

(D) 1. COLLECTIVE BARGAINING SHALL BEGIN NOT LATER THAN SEPTEMBER 1 BEFORE THE BEGINNING OF A FISCAL YEAR FOR WHICH AN AGREEMENT HAS NOT BEEN REACHED BETWEEN THE COMMISSION AND THE CERTIFIED REPRESENTATIVE.

2. COLLECTIVE BARGAINING SHALL FINISH ON OR BEFORE THE FOLLOWING FEBRUARY 1.

(H) DURING THE PERIOD SET IN SUBPARAGRAPH (I) OF THIS PARAGRAPH, THE PARTIES SHALL NEGOTIATE IN GOOD FAITH.