

fees and requiring the automatic deduction from payroll of union dues and service fees; defining certain terms; and generally relating to collective bargaining, exclusive bargaining representatives, mediation, fact-finding, grievances, labor disputes, and strikes at Prince George's Community College.

BY adding to

Article - Education

Section 16-414.1

Annotated Code of Maryland

(1999 Replacement Volume and 2000 Supplement)

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

Article - Education

16-414.1.

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

(2) "AGREEMENT" MEANS A WRITTEN CONTRACT BETWEEN THE PUBLIC EMPLOYER AND AN EMPLOYEE ORGANIZATION.

(3) "ARBITRATION" MEANS A PROCEDURE WHEREBY PARTIES INVOLVED IN A GRIEVANCE DISPUTE SUBMIT THEIR DIFFERENCES TO AN IMPARTIAL THIRD PARTY FOR A FINAL AND BINDING DECISION.

(4) (I) "COLLECTIVE BARGAINING" MEANS:

1. THE PERFORMANCE BY A CERTIFIED EMPLOYEE ORGANIZATION, THROUGH ITS DESIGNATED REPRESENTATIVE, AND THE PUBLIC EMPLOYER OF THEIR MUTUAL OBLIGATIONS TO MEET AT REASONABLE TIMES AND NEGOTIATE IN GOOD FAITH WITH RESPECT TO WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT; OR

2. A. THE NEGOTIATION OF A COLLECTIVE BARGAINING AGREEMENT OR ANY QUESTIONS ARISING UNDER A COLLECTIVE BARGAINING AGREEMENT; AND

B. THE EXECUTION OF VARIOUS AGREEMENTS INCORPORATING THE TERMS AGREED TO BY BOTH PARTIES.

(II) IN COLLECTIVE BARGAINING, A PARTY MAY NOT BE COMPELLED TO AGREE TO A PROPOSAL OR BE REQUIRED TO MAKE A CONCESSION TO THE OTHER PARTY.

(5) "COMMISSIONER" MEANS THE STATE COMMISSIONER OF LABOR AND INDUSTRY OR THE COMMISSIONER'S DESIGNEE.

(6) "CONFIDENTIAL EMPLOYEE" MEANS A PUBLIC EMPLOYEE WHOSE UNRESTRICTED ACCESS TO PERSONNEL, BUDGETARY, OR FISCAL DATA SUBJECT TO