

2. THE BARGAINING UNIT SHALL CONSIST OF ALL ELIGIBLE CLASSIFIED EMPLOYEES OF PRINCE GEORGE'S COMMUNITY COLLEGE, INCLUDING ALL SKILLED PROFESSIONAL SERVICE AND SKILLED AND NONSKILLED SERVICE EMPLOYEES.

3. THE BARGAINING UNIT SHALL NOT INCLUDE FACULTY.

(II) IN DEFINING A BARGAINING UNIT, THE COMMISSIONER SHALL CONSIDER, IN ADDITION TO OTHER RELEVANT FACTORS:

- 1. THE EFFICIENCY OF OPERATIONS OF THE PUBLIC EMPLOYER;
 - 2. THE EFFECT OF OVER-FRAGMENTATION OF BARGAINING UNITS ON THE EFFICIENT ADMINISTRATION OF THE PUBLIC EMPLOYER;
 - 3. THE COMMUNITY OF INTEREST OF PUBLIC EMPLOYEES;
- AND
- 4. THE ADMINISTRATIVE STRUCTURE OF THE PUBLIC EMPLOYER.

(D) (1) AFTER OCTOBER 1, 2001, AN ELECTION OR RECOGNITION OF AN EXCLUSIVE REPRESENTATIVE SHALL BE CONDUCTED BY THE COMMISSIONER FOR EACH UNIT AFTER THE REQUIREMENTS OF SUBSECTIONS (B) AND (C) OF THIS SECTION HAVE BEEN MET BY THAT UNIT.

(2) A PETITION FOR AN ELECTION MAY BE SUBMITTED BY:

(I) AN EMPLOYEE ORGANIZATION THAT DEMONSTRATES THAT 30 PERCENT OF THE EMPLOYEES IN A BARGAINING UNIT WISH TO BE REPRESENTED FOR COLLECTIVE BARGAINING BY AN EXCLUSIVE REPRESENTATIVE;

(II) A PUBLIC EMPLOYEE, A GROUP OF PUBLIC EMPLOYEES, OR AN EMPLOYEE ORGANIZATION THAT DEMONSTRATES THAT 30 PERCENT OF THE EMPLOYEES ASSERT THE DESIGNATED EXCLUSIVE REPRESENTATIVE IS NO LONGER THE REPRESENTATIVE OF THE MAJORITY OF EMPLOYEES IN THE UNIT; OR

(III) IF THE COMMISSIONER FINDS, ON INVESTIGATION OF THE PUBLIC EMPLOYER'S PETITION, THAT A VALID QUESTION OF REPRESENTATION EXISTS, A PUBLIC EMPLOYER THAT DEMONSTRATES THAT ONE OR MORE EMPLOYEE ORGANIZATIONS HAS PRESENTED TO IT A CLAIM, SUPPORTED BY SUBSTANTIAL PROOF, TO BE CERTIFIED AS THE EXCLUSIVE REPRESENTATIVE.

(3) THERE SHALL BE ON THE BALLOT:

(I) THE NAME OR NAMES OF THE EMPLOYEE ORGANIZATION SUBMITTING THE VALID PETITION;

(II) THE NAME OF ANY OTHER EMPLOYEE ORGANIZATION DESIGNATED IN A VALID PETITION SIGNED BY MORE THAN 10 PERCENT OF THE EMPLOYEES IN THE APPROPRIATE BARGAINING UNIT; AND