

(VI) ENSURE THAT INDIVIDUAL MEMBERS HAVE THE RIGHT TO PARTICIPATE IN THE AFFAIRS OF THE ORGANIZATION; AND

(VII) DEVELOP AND MAINTAIN PROCEDURES FOR DISCIPLINARY ACTIONS THAT ARE FAIR AND EQUITABLE.

(7) THE COMMISSIONER MAY NOT CERTIFY AN EMPLOYEE ORGANIZATION FOR THE PURPOSE OF NEGOTIATING WITH THE PUBLIC EMPLOYER IF:

(I) THE ORGANIZATION HAS NOT FILED AN ANNUAL REPORT; OR

(II) THE ORGANIZATION'S CONSTITUTION AND BYLAWS DO NOT CONFORM TO THE REQUIREMENTS OF PARAGRAPH (6) OF THIS SUBSECTION.

~~(E)~~ (F) COLLECTIVE BARGAINING SHALL INCLUDE ALL MATTERS RELATING TO:

(1) WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT; AND

(2) THE PROCEDURES FOR THE EMPLOYEE ORGANIZATION TO RECEIVE MEMBERSHIP DUES AND SERVICE FEES THROUGH PAYROLL DEDUCTION.

~~(H)~~ (G) IN THE COURSE OF COLLECTIVE BARGAINING, THE PUBLIC EMPLOYER AND THE EXCLUSIVE REPRESENTATIVE SHALL MAKE EVERY REASONABLE EFFORT TO CONCLUDE NEGOTIATIONS PRIOR TO THE BUDGET SUBMISSION DATE OF THE PUBLIC EMPLOYER, IN ORDER THAT THE GOVERNING BODY OF PRINCE GEORGE'S COUNTY MAY ACT ON THE OPERATING BUDGET OF THE PUBLIC EMPLOYER.

~~(H)~~ (H) (1) IF IN THE COURSE OF COLLECTIVE BARGAINING A PARTY DEEMS THAT AN IMPASSE EXISTS, THAT PARTY MAY REQUEST THE SERVICES OF THE COMMISSIONER IN MEDIATION OR ENGAGE ANOTHER MUTUALLY AGREED UPON MEDIATOR.

(2) (I) BY MUTUAL AGREEMENT, THE PARTIES MAY ENGAGE IN FACT-FINDING.

(II) 1. IF THERE IS NOT MUTUAL AGREEMENT, EITHER PARTY, AFTER A REASONABLE PERIOD OF MEDIATION, MAY PETITION THE COMMISSIONER TO INITIATE FACT-FINDING.

2. A. AFTER CONSIDERING THE STATUS OF BARGAINING AND THE BUDGET SCHEDULE OF THE PUBLIC EMPLOYER, THE COMMISSIONER MAY FIND THAT AN IMPASSE EXISTS AND MAY NOTIFY THE PARTIES THAT FACT-FINDING IS TO BE INITIATED.

B. THE PUBLIC EMPLOYER AND THE EXCLUSIVE REPRESENTATIVE MAY SELECT THEIR OWN FACT FINDER.

C. IF THE PARTIES HAVE NOT SELECTED THEIR OWN FACT FINDER WITHIN 5 DAYS OF THE REQUIRED NOTIFICATION, THE COMMISSIONER