

(II) SUBPARAGRAPH (I) OF THIS PARAGRAPH DOES NOT PROHIBIT A DISCUSSION OF THE TERMS OF THE RETIREMENT SYSTEMS IN THE COURSE OF COLLECTIVE BARGAINING.

(4) THE TERMS OF A COLLECTIVE BARGAINING AGREEMENT SHALL SUPERSEDE ANY CONFLICTING REGULATIONS OR ADMINISTRATIVE POLICIES OF THE PUBLIC EMPLOYER.

(5) A REQUEST FOR FUNDS NECESSARY TO IMPLEMENT A COLLECTIVE BARGAINING AGREEMENT SHALL BE SUBMITTED BY THE PUBLIC EMPLOYER IN A TIMELY FASHION FOR CONSIDERATION IN THE BUDGET PROCESS OF THE COUNTY.

(6) NOT LATER THAN 20 DAYS AFTER FINAL BUDGET ACTION BY THE GOVERNING BODY OF PRINCE GEORGE'S COUNTY, IF A REQUEST FOR FUNDS NECESSARY TO IMPLEMENT A COLLECTIVE BARGAINING AGREEMENT IS REDUCED, MODIFIED, OR REJECTED BY THE GOVERNING BODY, EITHER PARTY TO THE AGREEMENT MAY REOPEN THE AGREEMENT.

~~(H)~~ (K) THE PUBLIC EMPLOYER HAS THE RIGHT TO:

(1) DETERMINE HOW THE STATUTORY MANDATE AND GOALS OF THE COLLEGE, INCLUDING THE FUNCTIONS AND PROGRAMS OF THE COLLEGE, ITS OVERALL BUDGET, AND ITS ORGANIZATIONAL STRUCTURE, ARE TO BE CARRIED OUT; AND

(2) DIRECT COLLEGE PERSONNEL.

~~(M)~~ (L) (1) PUBLIC EMPLOYEES HAVE THE RIGHT TO:

(I) ORGANIZE;

(II) FORM, JOIN, OR ASSIST ANY EMPLOYEE ORGANIZATION;

(III) BARGAIN COLLECTIVELY THROUGH REPRESENTATIVES THEY HAVE CHOSEN;

(IV) ENGAGE IN OTHER LAWFUL CONCERTED ACTIVITY FOR THE PURPOSE OF COLLECTIVE BARGAINING; OR

(V) REFRAIN FROM ENGAGING IN THE ACTIVITIES LISTED UNDER THIS PARAGRAPH.

(2) (I) A PUBLIC EMPLOYEE OR GROUP OF PUBLIC EMPLOYEES HAS THE RIGHT, AT ANY TIME, TO:

1. PRESENT A GRIEVANCE ARISING UNDER THE TERMS OF THE AGREEMENT TO THE PUBLIC EMPLOYER; AND

2. HAVE THE GRIEVANCE ADJUSTED WITHOUT THE INTERVENTION OF THE EXCLUSIVE REPRESENTATIVE.

(II) THE EXCLUSIVE REPRESENTATIVE HAS THE RIGHT TO BE PRESENT DURING ANY MEETING INVOLVING THE PRESENTATION OR ADJUSTMENT OF A GRIEVANCE.