

(2) THIS SUBSECTION DOES NOT REQUIRE THE COMMISSION OR THE EMPLOYEE ORGANIZATION TO AGREE TO ANY PROPOSAL OR TO MAKE ANY CONCESSION.

(3) (I) 1. COLLECTIVE BARGAINING SHALL NOT BEGIN 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.

(II) DURING THE PERIOD SET IN SUBPARAGRAPH (I)1 OF THIS PARAGRAPH, THE PARTIES SHALL NEGOTIATE IN GOOD FAITH.

(4) SALARIES AND WAGES SHALL BE UNIFORM FOR ALL EMPLOYEES IN THE SAME CLASSIFICATION.

(5) ~~(H)~~ THE COMMISSION AND THE EMPLOYEE ORGANIZATION SHARE THE COSTS OF BINDING ARBITRATION EQUALLY.

~~(H) THE ARBITRATOR HAS NO AUTHORITY TO AMEND, ADD TO, OR SUBTRACT FROM THE PROVISIONS OF THE COLLECTIVE BARGAINING AGREEMENT.~~

~~(B) (1) IF A PARTY CONSIDERS A BARGAINING PROPOSAL TO CONTRAVENE THE RIGHTS AND RESPONSIBILITIES OF THE COMMISSION UNDER § 11.5 11(C) OF THIS TITLE OR OTHERWISE TO VIOLATE THIS SECTION, THE PARTY SHALL PETITION THE LABOR RELATIONS ADMINISTRATOR TO DETERMINE WHETHER THE BARGAINING PROPOSAL CONSTITUTES A NEGOTIABILITY DISPUTE THAT CONTRAVENES THIS SECTION.~~

~~(2) THE PROCEDURE FOR RESOLVING A NEGOTIABILITY DISPUTE SHALL FOLLOW THE PROCESS FOR REVIEWING UNFAIR LABOR PRACTICE CHARGES, EXCEPT THAT THE LABOR RELATIONS ADMINISTRATOR MAY SHORTEN THE TIME PERIODS OR ORDER ANY EXPEDITED PROCEDURE APPROPRIATE UNDER THE CIRCUMSTANCES.~~

~~(3) THE LABOR RELATIONS ADMINISTRATOR MAY ORDER A PARTY TO WITHDRAW ALL OR PART OF A BARGAINING PROPOSAL THAT CONTRAVENES THIS SECTION.~~

~~(4) UNLESS APPEALED ON THE BASIS OF BEING ARBITRARY, CAPRICIOUS, OR EXCEEDING THE AUTHORITY OF A PARTY, ANY DECISION OR ORDER REACHED UNDER THIS SUBSECTION IS FINAL.~~

(6) (I) NOTWITHSTANDING ANY OTHER PROVISION OF THIS TITLE, PENSION AND OTHER RETIREMENT BENEFITS FOR ACTIVE EMPLOYEES MAY NOT BE SUBJECT TO BINDING ARBITRATION.

(II) COLLECTIVE BARGAINING ABOUT PENSION AND OTHER RETIREMENT BENEFITS FOR ACTIVE EMPLOYEES UNDER THIS SECTION MAY NOT REQUIRE THE WSSC TO OFFER MORE THAN ONE PENSION PLAN TO ITS EMPLOYEES.