

(II) THE PARTIES SHALL EXECUTE AN AGREEMENT INCORPORATING THE FINAL AGREEMENT, INCLUDING MEDIATION-ARBITRATION AWARDS AND ALL ISSUES AGREED TO UNDER THIS SECTION.

~~(8)~~ (7) THE COMMISSION AND THE EMPLOYEE ORGANIZATION SHALL SHARE EQUALLY IN PAYING THE COSTS OF THE MEDIATOR-ARBITRATOR'S SERVICES.

~~(B)~~ (C) (1) THE COMMISSION AND AN EMPLOYEE ORGANIZATION CERTIFIED AS EXCLUSIVE REPRESENTATIVE OF A BARGAINING UNIT SHALL EXECUTE A COLLECTIVE BARGAINING AGREEMENT INCORPORATING ALL MATTERS OF AGREEMENT ON WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT.

(2) IF A COLLECTIVE BARGAINING AGREEMENT PROVIDES FOR A GRIEVANCE PROCEDURE, THAT GRIEVANCE PROCEDURE SHALL BE THE SOLE PROCEDURE FOR EMPLOYEES IN THE BARGAINING UNIT.

(3) THE COLLECTIVE BARGAINING AGREEMENT MAY INCLUDE AN AGENCY SHOP OR OTHER UNION SECURITY PROVISION.

(4) THE COLLECTIVE BARGAINING AGREEMENT SUPERSEDES ANY CONFLICTING REGULATION OR ADMINISTRATIVE POLICY OF THE COMMISSION.

(5) A SINGLE-YEAR OR MULTIPLE-YEAR COLLECTIVE BARGAINING AGREEMENT SHALL EXPIRE AT THE CLOSE OF THE APPROPRIATE FISCAL YEAR.

(6) A COLLECTIVE BARGAINING AGREEMENT TAKES EFFECT ON THE APPROVAL BY THE COMMISSION AND THE MEMBERSHIP OF THE UNION REPRESENTING THE BARGAINING UNIT.

(7) THIS SUBSECTION DOES NOT LIMIT AN EMPLOYEE'S RIGHT TO AN APPEAL TO THE SECRETARY OF BUDGET AND MANAGEMENT UNDER ARTICLE 29, § 11-109(B) OF THE CODE.

11.5-109.

(A) (1) THE COMMISSION SHALL INCLUDE IN ITS ANNUAL PROPOSED OPERATING BUDGET, WHICH IT SUBMITS TO THE COUNTY EXECUTIVES OF MONTGOMERY COUNTY AND PRINCE GEORGE'S COUNTY, PROVISIONS FOR THE FUNDING OF ALL TERMS INCLUDED IN ALL COLLECTIVE BARGAINING AGREEMENTS.

(2) UNLESS THE MONTGOMERY COUNTY AND PRINCE GEORGE'S COUNTY COUNCILS APPROVE THE COMMISSION'S BUDGET SO AS TO APPROVE THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT, THE COMMISSION AND THE EMPLOYEE ORGANIZATION, WITHIN 5 DAYS AFTER THE JOINT COUNTY COUNCIL MEETING, SHALL REOPEN THE NEGOTIATED AGREEMENT AND BARGAIN WITH RESPECT TO THE PROVISIONS OF THE AGREEMENT NOT APPROVED BY THE COUNTY COUNCILS.

(B) IF A PROVISION IN A COLLECTIVE BARGAINING AGREEMENT IS RULED INVALID OR IS NOT FUNDED BY MONTGOMERY COUNTY OR PRINCE GEORGE'S