

(D) SUBSECTION (B)(2) OF THIS SECTION DOES NOT PROHIBIT THE COMMISSION FROM ALLOWING EMPLOYEES TO NEGOTIATE OR TO CONFER WITH THE COMMISSION OVER LABOR MATTERS DURING WORK HOURS WITHOUT THE LOSS OF PAY OR TIME.

11.5-111.

(A) AN EMPLOYEE ORGANIZATION MAY NOT:

(1) INTERFERE WITH, RESTRAIN, OR COERCE ANY EMPLOYEE IN THE EXERCISE BY THE EMPLOYEE OF ANY RIGHT UNDER THIS SECTION;

(2) CAUSE OR ATTEMPT TO CAUSE THE COMMISSION TO DISCRIMINATE AGAINST ANY EMPLOYEE IN THE EXERCISE BY THE EMPLOYEE OF ANY RIGHT UNDER THIS SECTION;

(3) COERCE, DISCIPLINE, FINE, OR ATTEMPT TO COERCE A MEMBER OF AN EMPLOYEE ORGANIZATION AS PUNISHMENT OR REPRISAL;

(4) COERCE, DISCIPLINE, FINE, OR ATTEMPT TO COERCE A MEMBER OF AN EMPLOYEE ORGANIZATION FOR THE PURPOSE OF IMPEDING THE MEMBER'S WORK PERFORMANCE;

(5) REFUSE TO NEGOTIATE IN GOOD FAITH WITH THE COMMISSION AS REQUIRED BY THIS SECTION; OR

(6) FAIL OR REFUSE TO COOPERATE IN IMPASSE PROCEDURES AND IMPASSE DECISIONS AS REQUIRED BY THIS SECTION.

(B) ONLY AN ELIGIBLE EMPLOYEE MAY FILE AN UNFAIR LABOR CHARGE AGAINST AN EMPLOYEE ORGANIZATION FOR A VIOLATION OF SUBSECTION (A)(3) OR (4) OF THIS SECTION.

(C) (1) EMPLOYEES OF THE COMMISSION SHALL RETAIN THE RIGHT TO:

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

(II) BARGAIN COLLECTIVELY THROUGH THE REPRESENTATIVE THAT THEY HAVE CHOSEN;

(III) ENGAGE IN OTHER LAWFUL CONCERTED ACTIVITIES FOR THE PURPOSE OF COLLECTIVE BARGAINING; OR

(IV) REFRAIN FROM ANY ACTIVITY COVERED UNDER THIS PARAGRAPH.

(2) AN EMPLOYEE MAY ONLY PRESENT A GRIEVANCE ARISING UNDER A COLLECTIVE BARGAINING AGREEMENT TO THE COMMISSION THROUGH THE EMPLOYEE ORGANIZATION CERTIFIED AS THE EXCLUSIVE REPRESENTATIVE FOR THE BARGAINING UNIT.

(3) (I) AN EMPLOYEE WHO IS A MEMBER OF A BARGAINING UNIT WITH AN EXCLUSIVE REPRESENTATIVE MAY DISCUSS ANY MATTER WITH THE GENERAL MANAGER OF THE WSSC OR THE GENERAL MANAGER'S DESIGNEE.