

Article 44A - Housing Authorities

2-106.

(j) (1) The Commission and an employee organization certified as exclusive representative shall meet and engage in collective bargaining in good faith in regard to the following subjects of bargaining:

(i) Salary and wages, including the percentage of the increase in the salary and wages budget that will be devoted to merit increments and cash awards, provided that salaries and wages shall be uniform for all employees in the same classification;

(ii) Pension and other retirement benefits for active employees;

(iii) Employee benefits such as insurance, leave, holidays, and vacations;

(iv) Hours and working conditions;

(v) Provisions for the orderly processing and settlement of grievances concerning the interpretation and implementation of a collective bargaining agreement that may include:

1. Binding third party arbitration, provided that:

A. The Commission and the employee organization share the costs of binding arbitration equally; and

B. The arbitrator has no authority to amend, add to, or subtract from the provisions of the collective bargaining agreement; and

2. Provisions for the exclusivity of forum;

(vi) Matters affecting the health and safety of employees; and

(vii) The effect of the exercise of the Commission's rights and responsibilities under subsection [(p)] (Q) of this section on employees.

(2) This subsection does not require the Commission or the employee organization to agree to any proposal or to make any concession.

(3) (I) [The Commission and an employee organization certified as exclusive representative shall make every reasonable effort to complete negotiations at least 2 months prior to the Commission's budget submittal deadline.] THE COMMISSION AND AN EMPLOYEE ORGANIZATION CERTIFIED AS EXCLUSIVE REPRESENTATIVE:

1. MAY NOT BEGIN TO ENGAGE IN COLLECTIVE BARGAINING LATER THAN SEPTEMBER 1 BEFORE THE BEGINNING OF A FISCAL YEAR FOR WHICH AN AGREEMENT HAS NOT BEEN REACHED; AND

2. SHALL COMPLETE COLLECTIVE BARGAINING ON OR BEFORE THE FOLLOWING FEBRUARY 1.