

(XIV) CONTROL AND REGULATE THE USE OF MACHINERY EQUIPMENT, AND OTHER PROPERTY AND FACILITIES OF THE MNCPPC SUBJECT TO NEGOTIATION RELATED TO MATTERS AFFECTING THE HEALTH AND SAFETY OF EMPLOYEES;

(XV) MAINTAIN INTERNAL SECURITY STANDARDS;

(XVI) CREATE, ALTER, COMBINE, CONTRACT OUT, OR ABOLISH ANY JOB CLASSIFICATION, DEPARTMENT, OPERATION, UNIT, OR OTHER DIVISION OR SERVICE, PROVIDED THAT NO CONTRACTING OF WORK THAT WILL DISPLACE EMPLOYEES MAY BE UNDERTAKEN BY THE MNCPPC UNLESS THE MNCPPC GIVES WRITTEN NOTICE TO THE CERTIFIED REPRESENTATIVE AT LEAST 90 DAYS BEFORE SIGNING THE CONTRACT OR WITHIN A DIFFERENT PERIOD OF TIME AS AGREED BY THE PARTIES;

(XVII) SUSPEND, DISCHARGE, OR OTHERWISE DISCIPLINE EMPLOYEES FOR CAUSE, SUBJECT TO THE GRIEVANCE PROCEDURE SET FORTH IN THE COLLECTIVE BARGAINING AGREEMENT;

(XVIII) ISSUE AND ENFORCE RULES, POLICIES, AND REGULATIONS NECESSARY TO CARRY OUT THE PROVISIONS OF THIS SUBSECTION AND ALL OTHER MANAGERIAL FUNCTIONS THAT ARE CONSISTENT WITH THIS ARTICLE, FEDERAL OR STATE LAW, OR THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT.

(2) THIS SUBSECTION MAY NOT PRECLUDE OR IMPAIR COLLECTIVE BARGAINING OR NEGOTIABILITY AS TO ANY SUBJECT MATTER INCLUDED WITHIN ANY WRITTEN AGREEMENT MADE BETWEEN MNCPPC AND THE EXCLUSIVE REPRESENTATIVE ON OR BEFORE DECEMBER 31, 2001.

(h) (1) Employees have the right to form, join, or assist any employee organization, to bargain collectively through representatives they have chosen, and to engage in other lawful concerted activities for the purpose of collective bargaining and also shall have the right to refrain from any or all of these activities.

(2) Any employee or group of employees has the right at any time to present grievances arising under the terms of the agreement to the MNCPPC and to have the grievances adjusted without the intervention of the exclusive representative. The MNCPPC has the duty to hear those grievances and participate in their adjustment. However, the adjustment may not be inconsistent with the terms of a collective bargaining agreement then in effect. The MNCPPC shall give prompt notice of all adjustments to the exclusive representative.

(3) The MNCPPC and a public employee organization shall not interfere with, intimidate, restrain, coerce, or discriminate against public employees because of the exercise of their rights under paragraphs (1) and (2) of this subsection.

(i) (1) The MNCPPC, its agents, or its representatives may not:

(i) Interfere with, intimidate, restrain, coerce, or discriminate against public employees because of the exercise of their rights under the provisions of this section;