

(E) (1) THE COMMISSION SHALL:

~~(I) DEVELOP AND SUBMIT A FORMAL PLAN OF ASSISTANCE FOR EACH COMMISSION EMPLOYEE WHO WILL BE ADVERSELY AFFECTED BY THE SERVICE CONTRACT; AND~~

~~(II) BARGAIN IN GOOD FAITH WITH THE CERTIFIED REPRESENTATIVE BEFORE ADOPTING A FINAL PLAN OF ASSISTANCE, INCLUDING, IF NECESSARY, SUBMISSION OF THE MATTER TO MEDIATION ARBITRATION UNDER § 2-112.1(L) OF THIS SUBTITLE PROVIDE NOT LESS THAN 60 DAYS ADVANCE NOTICE AND MAINTAIN AT ALL TIMES A FORMAL PLAN OF OUTPLACEMENT ASSISTANCE FOR EACH COMMISSION EMPLOYEE WHO IS REPRESENTED BY A CERTIFIED REPRESENTATIVE AND WILL BE ADVERSELY AFFECTED BY A SERVICE CONTRACT THAT IS SUBJECT TO THIS SECTION.~~

(2) THE PLAN DESCRIBED IN PARAGRAPH ~~(1)(i)~~ (1) OF THIS SUBSECTION SHALL INCLUDE:

(I) EFFORTS TO TRANSFER OR PLACE EACH ADVERSELY AFFECTED COMMISSION EMPLOYEE IN A VACANT COMMISSION POSITION THAT THEY ARE QUALIFIED TO PERFORM;

(II) INCLUSION IN THE SERVICE CONTRACT OF A REQUIREMENT THAT THE CONTRACTOR SHALL:

1. NOTIFY THE COMMISSION OF ANY VACANT POSITION FOR WHICH DISPLACED COMMISSION EMPLOYEES MAY APPLY; AND

2. CONSIDER AND GIVE ~~FIRST~~ PREFERENCE TO HIRING DISPLACED COMMISSION EMPLOYEES; AND

(III) WRITTEN NOTIFICATION OF THE ANTICIPATED ADVERSE EFFECT ON ONE OR MORE JOB CLASSIFICATIONS TO EACH AFFECTED COMMISSION EMPLOYEE AND THE CERTIFIED REPRESENTATIVE AT LEAST 120 90 CALENDAR DAYS BEFORE THE ANTICIPATED ADVERSE EFFECT WILL OCCUR.

(F) THE CERTIFIED REPRESENTATIVE OF AN ADVERSELY AFFECTED COMMISSION EMPLOYEE MAY SUBMIT A PROPOSAL ~~IN RESPONSE TO A SOLICITATION, UNDER APPLICABLE PROCUREMENT REGULATIONS, TO HAVE COMMISSION EMPLOYEES PERFORM FOR EXISTING BARGAINING UNIT EMPLOYEES TO CONTINUE PERFORMING THE SERVICES DESCRIBED IN THE SOLICITATION WHILE SUBSTANTIALLY ACHIEVING THE TARGETED SAVINGS.~~