

(A) THE MONTGOMERY COMMISSION SHALL PROVIDE NOT LESS THAN 60 DAYS ADVANCE NOTICE AND MAINTAIN AT ALL TIMES A FORMAL PLAN OF OUTPLACEMENT ASSISTANCE FOR EACH MONTGOMERY COMMISSION EMPLOYEE WHO IS REPRESENTED BY A CERTIFIED REPRESENTATIVE AND WILL BE ADVERSELY AFFECTED BY A SERVICE CONTRACT THAT IS SUBJECT TO THIS SUBTITLE.

(B) THE PLAN DESCRIBED IN SUBSECTION (A) OF THIS SECTION SHALL INCLUDE:

(1) EFFORTS TO TRANSFER OR PLACE EACH ADVERSELY AFFECTED MONTGOMERY COMMISSION EMPLOYEE IN A VACANT MONTGOMERY COMMISSION POSITION THAT THE EMPLOYEE IS QUALIFIED TO PERFORM;

(2) A REQUIREMENT IN THE SERVICE CONTRACT THAT THE CONTRACTOR SHALL:

(I) NOTIFY THE MONTGOMERY COMMISSION OF ANY VACANT POSITION FOR WHICH DISPLACED MONTGOMERY COMMISSION EMPLOYEES MAY APPLY; AND

(II) CONSIDER AND GIVE PREFERENCE TO HIRING DISPLACED MONTGOMERY COMMISSION EMPLOYEES; AND

(3) WRITTEN NOTIFICATION OF THE ANTICIPATED ADVERSE EFFECT ON ONE OR MORE JOB CLASSIFICATIONS TO THE CERTIFIED REPRESENTATIVE AT LEAST 90 CALENDAR DAYS BEFORE THE ANTICIPATED ADVERSE EFFECT WILL OCCUR.

16-406.

THE CERTIFIED REPRESENTATIVE OF AN ADVERSELY AFFECTED MONTGOMERY COMMISSION EMPLOYEE MAY SUBMIT A PROPOSAL FOR EXISTING BARGAINING UNIT EMPLOYEES TO CONTINUE PERFORMING THE SERVICES DESCRIBED IN THE SOLICITATION WHILE ACHIEVING THE TARGETED SAVINGS.

16-407.

(A) (1) IF THE MONTGOMERY COMMISSION FAILS TO COMPLY WITH ANY PROVISION OF THIS SUBTITLE AND A MONTGOMERY COMMISSION EMPLOYEE IS ADVERSELY AFFECTED, THE CERTIFIED REPRESENTATIVE OF THE