

TO: County Council

FROM: Pearl O. Schloo, Legislative Research Coordinator *POS*

SUBJECT: Draft #2 of Bill 11-76, Employer/Employee Relations

Attached for the Council's consideration is Draft #2 of the subject legislation revised to reflect decisions made by the Council at recent worksessions. Bill 11-76 is scheduled for action on the Council's agenda of December 14.

Please note the following changes from Draft #1:

- (1) p. 2, lines 21-29: additional language in the Statement of Legislative Intent;
- (2) p. 3, lines 47-78: new definition of "employee" (previous definitions of certain categories of employees deleted). At its worksessions, the Council indicated that, with certain exceptions, all full-time and part-time employees of the County government would be eligible to be included in a unit of recognition. Per Mr. Lloyd's suggestion, we have modified that language as is reflected on lines 47-48;
- (3) p. 5, lines 120-124: new definition of "Uniform Services" submitted to us by Mr Lloyd. As an alternative to this definition, Mr. Lloyd suggested modifying Section 33-65(e) lines 164-166 on p. 6 to read as follows:

<u>Police</u>	<u>Fire &amp; Rescue</u>	<u>Corrections</u>	<u>Sheriff</u>
Private	Firefighter (PVT)	Correctional Officer I	Deputy Sheriff I
PFC	Fire Technician	Correctional Officer II	Deputy Sheriff II
Corporal	Rescue Technician	Correctional Officer III	
	Paramedic		

Council may wish to discuss this alternative;

- (4) p. 6, lines 158-160: number of units limited to seven; however, as indicated in the Statement of Legislative Intent, the Council would consider changing that number at a future date upon the recommendation of the Chief Administrative Officer or a group of employees;
- (5) p. 6, lines 164-164: units in "uniform services" limited to ranks of corporal, equivalent rank or below (see (3) above);
- (6) p. 6, lines 167-169: opportunity for those disputing determination of units to be heard by the Chief Administrative Officer;
- (7) p. 7, lines 191-194: elections to be conducted by the Personnel Office;
- (8) p. 7 and 8, lines 223-227: County may provide for payroll deductions for dues. Please note that Amendment #2 provides for mandatory deductions. Council vote needed on this matter;

- (9) p. 8, lines 248-249: costs of elections borne 50% by the County and 50% by organizations who appear on the ballot;
- (10) p. 8, line 257: County to meet at least two times annually with each certified organization.
- (11) p. 8 and 9, lines 259-261: Section (b) enumerating matters not to be discussed deleted in its entirety.
- (12) p. 11, Effective date provision: Council may wish to consider changing to emergency legislation.

COUNTY COUNCIL  
FOR MONTGOMERY COUNTY, MARYLAND  
April Legislative Session 1976

By: Council President at request of County Executive

1 AN ACT to add a new Article IV, title "Employer-Employee Relations  
2 Act," to Chapter 33, title "Personnel" of the Montgomery  
3 County Code, 1972, as amended, to provide  
4 for the election and certification of employee organizations  
5 for the purposes of meeting with County officials concerning  
6 conditions of employment and the resolution of grievances;  
7 to provide for the designation of employee units from which  
8 such employee organizations are elected and which such organiza-  
9 tions represent; to provide for the recognition of such  
10 employee organizations by the County; to provide for the  
11 preparation of position papers by the County and such employee  
12 organizations; to provide for procedures for the decertification  
13 of employee organizations; to define certain terms; to provide  
14 for the Chief Administrative Officer to finally resolve  
15 disputes arising under this Article; to specify responsibilities  
16 of the County and the employee organizations; to provide  
17 for the protection of those County employees who choose  
18 not to become members of an employee organization; and to  
19 provide for the retention of existing personnel laws and  
20 regulations and the option of any employee to pursue a grievance  
21 through procedures set forth therein.

Be It Enacted by the County Council for Montgomery County, Maryland

that -

1 Sec. 1. Chapter 18A; 33, title "PERSONNEL," OF THE MONTGOMERY  
2 COUNTY COUNCIL IS HEREBY AMENDED TO ADD A NEW ARTICLE IV TITLE "Employer --  
3 Employee Relations," ~~is hereby added~~ to the Montgomery County Code 1972,  
4 as amended, ~~to follow immediately after Chapter 18~~ ARTICLE III thereof,  
5 and to read as follows:

ARTICLE IV  
EMPLOYER-EMPLOYEE RELATIONS

6 33-62. Statement of Legislative intent.

7           The County Council hereby finds that the trend in labor  
8 relations between government and its employees is becoming somewhat  
9 aligned with the practices of the private sector of representation  
10 of employee groups by designated and elected employee organizations.  
11 The Council believes that government should take the initiative  
12 in providing a vehicle whereby government employee representation  
13 can emerge and evolve in a fashion consistent with both the needs  
14 of the employee and those of government. The Council further believes  
15 that this can best be accomplished by enacting local legislation  
16 which provides for the voluntary representation of government employees  
17 by their duly designated and elected employee organizations. The  
18 Council also believes that the efficient administration of the County  
19 government is enhanced by providing employees an opportunity to  
20 participate in the formulation and implementation of policies and  
21 practices affecting the conditions of their employment. BECAUSE  
22 THE COUNCIL BELIEVES IT IS DESIRABLE TO MINIMIZE THE PROLIFERATION  
23 OF EMPLOYEE UNITS, IT HAS LIMITED THE NUMBER OF SUCH UNITS TO SEVEN;  
24 HOWEVER, THE COUNCIL WOULD CONSIDER CHANGING THAT LIMITATION AT  
25 A FUTURE DATE UPON THE RECOMMENDATION OF THE CHIEF ADMINISTRATIVE  
26 OFFICER OR A GROUP OF EMPLOYEES. THE COUNCIL FURTHER STATES THAT  
27 THE ELIGIBILITY AS TO MEMBERSHIP IN AN EMPLOYEE UNIT FOR PURPOSES  
28 OF MEET AND CONFER WILL NOT NECESSARILY BE EXTENDED IN THE SAME  
29 MANNER IF AUTHORITY FOR COLLECTIVE BARGAINING IS GRANTED.

30 33-63. Definitions.

31           As used herein, the following words and phrases shall be  
32 defined as follows:

33 a. "Certification" -- the procedure whereby employee organizations  
34 are elected and recognized to represent employee units.

35 ~~b. -- "Confidential employee" --- an employee who in the course of  
36 his/her regular duties has access to or possesses information relating  
37 to matters which could be the subject of discussions between employee  
38 organizations and the County.~~

39 b. c. "Decertification" -- the procedure by which the Chief Administrative  
40 Officer withdraws County recognition of an employee organization,  
41 with or without an election by the employees of an employee unit.

42 ~~d. -- "Employee --- a County merit system employee who is given a position~~  
43 ~~with the anticipation that it will be necessary to maintain the existence~~  
44 ~~of such position indefinitely on a continuous full-time, year-round basis~~  
45 ~~The term "employee does not include supervisory, confidential, and~~  
46 ~~management-level employees.~~

47 c. "EMPLOYEE" -- ANY COUNTY MERIT SYSTEM EMPLOYEE WORKING ON A CONTINU-  
48 OUS FULL-TIME, CAREER OR PART-TIME, CAREER BASIS, ELIGIBLE TO BE INCLUDED  
49 IN A UNIT OF RECOGNITION EXCEPT FOR THE FOLLOWING:

- 50 (1) CONFIDENTIAL AIDES TO ELECTED OFFICIALS;
- 51 (2) ALL NON-MERIT SYSTEM EMPLOYEES;
- 52 (3) ALL HEADS OF PRINCIPAL DEPARTMENTS, OFFICES AND AGENCIES;
- 53 (4) DEPUTY OR ASSISTANT DEPARTMENT HEADS;
- 54 (5) EMPLOYEES PROVIDING DIRECT STAFF OR ADMINISTRATIVE  
55 SUPPORT TO THE DIRECTOR OF THE DEPARTMENT, OR DEPUTY OR ASSISTANT  
56 DIRECTORS WITHIN THE DIRECTOR'S IMMEDIATE OFFICE;
- 57 (6) EMPLOYEES WHO REPORT DIRECTLY TO OR WHOSE IMMEDIATE  
58 SUPERVISOR IS THE COUNTY EXECUTIVE, COUNTY COUNCIL, COUNTY COUNCILMEMBERS  
59 OR THE CHIEF ADMINISTRATIVE OFFICER AND THE PRINCIPAL AIDES TO THE  
60 FOREGOING;
- 61 (7) EMPLOYEES OF THE OFFICE OF THE COUNTY ATTORNEY;
- 62 (8) EMPLOYEES OF THE OFFICE OF BUDGET AND RESEARCH;
- 63 (9) EMPLOYEES OF THE OFFICE OF EMPLOYEE RELATIONS;
- 64 (10) EMPLOYEES OF THE PERSONNEL OFFICE;
- 65 (11) EMPLOYEES OF THE PERSONNEL BOARD;
- 66 (12) HEADS OF THE FOLLOWING CONSTITUENT OFFICES, DIVISIONS  
67 AND SECTIONS IN THE DEPARTMENT OF TRANSPORTATION EXISTING AT THE  
68 TIME OF ENACTMENT OF THIS BILL AND POSITIONS CARRYING A SIMILAR DEGREE  
69 OF PERSONNEL MANAGEMENT RESPONSIBILITIES IN OTHER DEPARTMENTS AND  
70 OFFICES AS DETERMINED BY THE CHIEF ADMINISTRATIVE OFFICER:

71 DIRECTOR'S OFFICE, OFFICE OF THE RIGHT OF WAY ACQUISITION,  
72 OFFICE OF ADMINISTRATIVE SERVICES, OFFICE OF TRANSPORTATION  
73 PLANNING, DIVISION OF TRANSPORTATION ENGINEERING, SUBDIVISION  
74 DEVELOPMENT SECTION, DESIGN SECTION, CONSTRUCTION SECTION,  
75 DIVISION OF TRAFFIC ENGINEERING, TRAFFIC PLANNING AND SURVEY  
76 SECTION, TRAFFIC OPERATIONS SECTION, DIVISION OF OPERATIONS,  
77 TESS MINIBUS, HIGHWAY MAINTENANCE SECTION, EQUIPMENT SECTION,  
78 AND DIVISION OF PARKING LOT DISTRICTS.

79 d. e= "Employee organization" -- any lawful organization which

81 represents employees in their employment relations with the County.  
82 The term "employee organization" does not include any organization  
83 which:

- 84 (1) discriminates with regard to terms and conditions of  
85 membership with regard to race, color, religion, creed,  
86 sex, age, national origin, ancestry, or marital status;
- 87 (2) does not adhere to democratic procedures and practices  
88 with regard to election of officers, individual participation  
89 in organizational affairs, equal treatment under its by-  
90 laws, including dues processing, and disciplinary procedures;  
91 or
- 92 (3) does not maintain fiscal integrity in the conduct of  
93 the affairs of the organization, including accounting controls  
94 and regular financial reports to members.

95 e. f: "Employee unit" -- groupings of employees for purposes of  
96 representation in County/employee relations.

97 ~~g:--"Management-level-employee"----any-employee-involved-directly  
98 in-the-determination-of-policy-or-who-responsibly-directs-the-implemen-  
99 tion-thereof.~~

100 f. h: "Position paper" -- a non-binding written memorandum reflecting  
101 all items discussed by the County and an employee organization.

102 ~~i:--"Professional-employee"----an-employee-engaged-in-work:~~

103 (1)--predominantly-intellectual-and-varied-in-character-as  
104 opposed-to-routine,manual,mechanical,or-physical-work;

105 (2)--involving-the-consistent-exercise-of-discretion-and-judgment  
106 in-its-performance;

107 (3)--of-such-a-character-that-the-output-produced-or-the-result  
108 accomplished-cannot-be-standardized-in-relation-to-a-given-period  
109 of-time,;or

110 (4)--requiring-knowledge-of-an-advanced-type-in-a-field-of  
111 science-or-learning-customarily-acquired-by-a-prolonged-course  
112 of-specialized-study-in-an-institution-of-higher-learning.

113 ~~j:--"Supervisor"----any-individual-having-the-authority-in-the-interest  
114 of-the-County-to:~~

115 (1)--hire,-transfer,-suspend,-recall,-layoff,-promote,-discharge  
116 assign-work,-reward-or-discipline-other-employees;

117 ~~(2)--adjust-their-grievances;~~  
118 ~~(3)--responsibly-direct-them;-or-~~  
119 ~~(4)--effectively-recommend-the-aforementioned-action-~~

120g. "UNIFORM SERVICES" --

121 THOSE ACTIVITIES ENGAGED IN THE PROTECTION OF LIFE AND PROPERTY,  
122 LAW ENFORCEMENT OR CORRECTIONAL ACTIVITIES, AND WHOSE EMPLOYEES  
123 HAVE AS THEIR PRIMARY DUTIES AND RESPONSIBILITIES THE OPERATIONAL  
124 ACTIVITIES OF SUCH PUBLIC SAFETY ACTIVITIES.

125 33-64. Employee rights.

126 a. An employee shall have the right, freely and without fear of  
127 penalty or reprisal, to form, join or assist and be represented  
128 by an employee organization or to refrain from any such activity.

129 b. Each employee shall have the right to be represented by employee  
130 organizations, including the right to meet with representatives  
131 of the County concerning conditions of employment and the resolution  
132 of grievances.

133 c. Nothing in this Article shall preclude the rights of an employee  
134 to pursue an individual grievance through established administrative  
135 procedures or through appeal to the Personnel Board, in that nothing  
136 in this Article shall circumvent or shall be deemed to supersede  
137 or annul the provisions of the Laws of the State of Maryland, the  
138 Montgomery County Charter, and the Laws and Ordinances of Montgomery  
139 County including the Personnel Regulations.

140 d. No employee, who is not a member of an employee organization  
141 shall ever be required to become a member of such an organization  
142 or to pay money to such an organization, except on a purely voluntary  
143 basis.

144 33-65. Determination of employee units.

145 a. The Chief Administrative Officer shall make the final determination  
146 as to the composition of employee units. In undisputed cases, the  
147 determination of appropriate units shall be made by the Chief Administrative  
148 Officer within thirty (30) calendar days after receipt of a request  
149 for certification under Section 33-66 of this Article.

150 b. Employee units may be established on the basis of groupings  
.51 of employees who share a clear and identifiable community of interest.  
.52 Such factors as those employees sharing common skills, working conditions,  
physical locations, organizational structures, and integrated work  
processes shall be considered. A unit shall not be established  
solely on the basis of the extent to which employees in a proposed  
unit have organized.

153 c. Determination of units shall be made so as to include the largest  
154 possible numbers of employees consistent with maintaining a community  
155 interest of employees to avoid proliferation and fragmentation of  
156 representative units. ~~No unit may include employees whose duties~~  
157 ~~are management-level, supervisory, or confidential in nature.~~ THE  
158 PROVISIONS OF THIS SECTION SHALL NOT PRECLUDE THE ESTABLISHMENT  
159 OF ONE UNIT TO REPRESENT ALL ELIGIBLE EMPLOYEES. THE NUMBER OF  
160 UNITS CERTIFIED SHALL NOT BE GREATER THAN SEVEN.

161 ~~d. Professional employees shall not be included in a unit of~~  
162 ~~non-professional employees unless a majority of such professional~~  
163 ~~employees vote for inclusion therein.~~

164 d. e. Units for employees of the uniform services shall be limited  
165 to employees in the ranks of ~~sergeant~~ CORPORAL or equivalent rank  
166 and below.

167 e. f. In cases where the matters of unit determination are questioned,  
168 the decision of the Chief Administrative Officer shall be final  
169 AFTER OPPORTUNITY IS PROVIDED FOR THOSE DISPUTING THE DETERMINATION  
170 TO BE HEARD BY THE CHIEF ADMINISTRATIVE OFFICER.

171 33-66. Procedures for certification of employee organizations.

172 a. Initially or where there is no official representative employee  
173 organization, the Chief Administrative Officer, upon the petition  
174 of an employee organization showing written evidence of interest  
175 by at least thirty percent (30%) of the employees of the employee  
176 unit, shall arrange for the conducting of a secret ballot election  
177 to determine whether the employees desire such organization to act  
178 as their representative. Following such petition, the Chief Administrative  
179 Officer shall give an appropriate notice to the employees involved.

180 b. An employee organization seeking to represent an employee unit  
181 shall submit to the Personnel Office a roster of its officers and  
182 representatives, a copy of its constitution and by-laws, and a schedule  
183 of dues for its members.

184 c. Eligibility to vote in any election for choice of an official  
185 representative shall be limited to employees who are filling County  
186 positions as of the beginning of the pay period preceding the election  
187 date.

- 188 d. Elections will be performed under the auspices and guidance  
189 of the Maryland State ~~Department~~ <sup>DIVISION</sup> of Labor and Industry, ~~Division~~  
190 ~~of Arbitration,~~ <sup>MEDIATION AND CONCILIATION SERVICE</sup> which shall have the responsibilities and powers  
191 given to it under State law. ELECTIONS WILL BE CONDUCTED BY THE  
192 PERSONNEL OFFICE WHICH MAY USE THE SERVICES OF THE MARYLAND STATE  
193 ~~DEPARTMENT~~ <sup>DIVISION</sup> OF LABOR AND INDUSTRY OR ANY OTHER THIRD PARTY HAVING  
194 SIMILAR QUALIFICATIONS.
- 195 e. The ballot shall contain the name of any additional employee  
196 organization showing timely written evidence of interest by at least  
197 ten percent (10%) of the employees within the appropriate employee  
198 unit. In every instance, the ballot shall contain a provision for  
199 a marking of "no representation." Where more than one employee  
200 organization is on the ballot and no one of the organizations receives  
201 a majority vote of the employees voting, a runoff election shall  
202 be held. The runoff election shall contain the two choices which  
203 received the largest and second largest number of votes in the original  
204 election.
- 205 f. When an organization receives a majority of valid votes cast  
206 in the election and when at least sixty percent (60%) of the employees  
207 eligible to participate in the election cast valid ballots, the  
208 Chief administrative Officer shall certify it as the official employee  
209 organization for the employee unit.
- 210 g. The County shall recognize as the official employee relations  
211 representative an employee organization which has been selected  
212 in accordance with procedures outlined in this Section 33-66.
- 213 h. Recognizing an employee organization does not preclude the County  
214 from dealing with religious, social, fraternal, professional or  
215 other lawful associations with respect to matters or policies which  
216 involve individual members of the associations or are of particular  
217 applicability to it or its members.
- 218 i. No question concerning certification may be raised by an employee  
219 or an employee organization within one (1) year of the date of certification  
220 of an employee organization or the date that ~~no-representative-was~~  
221 ~~selected-by-the-majority-of-employees-~~ A MAJORITY OF THE EMPLOYEES  
222 VOTING VOTED FOR NO REPRESENTATION.
- 223 j. THE COUNTY MAY, AFTER DISCUSSIONS WITH AN EMPLOYEE ORGANIZATION  
224 AND ON THE BASIS OF A WRITTEN AUTHORIZATION FROM EACH EMPLOYEE,

225 PROVIDE FOR DEDUCTION FROM THE PAY OF SUCH EMPLOYEE MONIES IN PAYMENT  
226 OF MEMBERSHIP DUES IN A DULY CERTIFIED EMPLOYEE ORGANIZATION. SUCH  
227 MONIES SHALL BE REMITTED TO THE EMPLOYEE ORGANIZATION.

228 33-67. Procedure for decertification of employee organizations.

229 a. An employee organization shall be subject to decertification  
230 when thirty percent (30%) of the employees in the employee unit  
231 petition for the employee organization to be decertified. The procedures  
232 for determining whether, in fact, an employee organization shall  
234 be decertified shall be the same as those prescribed in Section  
235 33-66 for the certification of an employee organization, except  
236 as provided in subsection b of this Section 33-67.

237 b. If an employee organization fails to adhere to any of the provisions  
238 of Section 33-73 dealing with employee organization responsibilities,  
239 then:

240 (1) its certification may be revoked by the Chief Administrative  
241 Officer after notice and an opportunity to be heard, and

242 (2) it may be disqualified by the Chief Administrative  
243 Officer from participating in representation elections for  
244 a period of up to two (2) years after notice and an opportunity  
245 to be heard.

246 33-68. Costs of conducting elections.

247 Any cost of conducting a secret ballot election under this  
248 Article shall be borne ~~equally~~ 50% by the County and 50% BORNE EQUALLY  
249 by the employee organization(s) whose name(s) appear on the ballots.

250 33-69. County-employee organization meetings and discussions.

251 a. An employee organization which has been recognized by the County  
252 pursuant to Section 33-66 shall be entitled to meet at reasonable  
253 times with County representatives to discuss with such representatives  
254 personnel policies, practices and matters affecting working conditions  
255 of the employee unit it represents, so far as discussions may be  
256 appropriate under existing laws or regulations. The County shall  
257 meet at least ~~once-every-two-years~~ TWO TIMES ANNUALLY with each  
258 certified employee organization.

259 ~~but--Such-meetings-and-discussions-shall-not-include-matters-with~~  
260 ~~respect-to-the-mission-of-the-County-government, its budget, its~~  
261 ~~organization, the number of employees and the classifications and~~

~~grades-of-positions-of-employees-assigned-to-an-employee-unit, work  
projects-or-tour-of-duty, the-technology-of-performing-County-work,  
or-other-provisions-that-are-inherent-in-the-managerial-process-of  
determining-the-necessary-steps-to-carry-out-the-public-service  
missions-of-the-County,--Furthermore, the-County-shall-not-be-obligated  
to-discuss-matters-which-must-necessarily-be-applicable-to-all-employees  
on-a-uniform-basis, such-as-the-Employees'-Retirement-System-and-the  
Uniform-Pay-Schedule,--However, the-County-may-meet-with-employee  
organizations-for-the-purpose-of-hearing-their-views-on-such-matters.~~

c. b. The requirement to meet shall not obligate either the County or an employee organization to agree to any proposal or to make any concession with respect to any matter discussed by the parties at such a meeting. Any decision made at any such meeting is in no way binding upon the parties.

d. c. The County and an employee organization may, if desired, and at the conclusion of their discussions prepare written position papers which reflect for future reference the respective positions of the parties on the issues discussed at such meetings. Such position papers shall in no way legally bind any party to the matters expressed therein.

33-70. Employee organization representation of employee members.

a. An employee who is a member of an employee organization may request and shall be granted the right for a member OR REPRESENTATIVE of such organization to be present in any discussions or counseling with County representatives concerning an individual grievance.

b. An employee organization may submit a grievance concerning any dispute involving a claim of violation, misinterpretation or misapplication of the Personnel Regulations or work practices of the County on the same basis as provided for individual grievances.

33-71. Disputes.

All decisions of the Chief Administrative Officer under the provisions of this Article shall be final, subject to appeal to the Montgomery County Personnel Board where provided by law.

33-72. County responsibilities.

It shall be the responsibility of the County not to:

a. interfere with, restrain, or coerce an employee in the exercise of the rights assured by this Article;

- 299 b. encourage or discourage membership in an employee organization  
300 by discrimination in regard to hiring, tenure, promotion  
301 or other conditions of employment;
- 302 c. sponsor, control or otherwise assist an employee organization,  
303 except that the County may furnish customary and routine  
304 services and facilities when consistent with the best interest  
305 of the County, its employees, and the organization, and  
306 when the services and facilities are furnished, if requested,  
307 on an impartial basis to organizations having equivalent  
308 status;
- 309 d. refuse to accord appropriate recognition to an employee  
310 organization qualified for such recognition; or
- 311 e. refuse to consult, confer, or meet with an employee organization  
312 certified pursuant to this Article.

313 33-73. Employee organization responsibilities.

314 It shall be the responsibility of every employee organization  
315 not to:

- 316 a. interfere with, restrain, or coerce an employee in the exercise  
317 of the rights assured by this Article;
- 318 b. attempt to induce the County to coerce an employee in the  
319 exercise of the rights under this Article;
- 320 c. coerce, attempt to coerce, or discipline, fine, or take  
321 other economic sanction against an employee member of an  
322 employee organization as punishment or reprisal, or for  
323 the purpose of hindering or impeding work performance or  
324 the discharge of duties owed as an employee of the County;
- 325 d. call or engage in a strike, work stoppage, or slowdown,  
326 picket the County IN CONNECTION WITH A STRIKE, WORK STOPPAGE  
327 OR SLOWDOWN in a County-employee dispute, or condone any  
328 such activity by failing to take affirmative action to prevent  
329 or stop it;
- 330 e. discriminate against an employee with regard to the terms  
331 or conditions of membership because of race, color, religion,  
332 creed, sex, age, national origin, ancestry, or marital status;

1 Sec. 2. Severability.

2 The provisions of this Act are severable and if any provision,

3 clause, sentence, section, word or part thereof is held illegal,  
4 invalid or unconstitutional, or inapplicable to any person or circum-  
5 stances, such illegality, invalidity or unconstitutionality, or inappli-  
6 cability shall not affect or impair any of the remaining provisions,  
7 clauses, sentences, sections, words, or parts of the Act or their  
8 application to other persons or circumstances. It is hereby declared  
9 to be the legislative intent that this Act would have been adopted  
0 if such illegal, invalid, or unconstitutional provision, clause,  
1 sentence, section word or part had not been included therein, and  
2 if the person or circumstances to which the Act or part thereof is  
3 inapplicable had been specifically exempted therefrom.

Sec. 3. Effective date.

This Act shall take effect on the 76th day following the date  
on which it becomes law.

Proposed by: Councilmem  
Christelle

AMENDMENT NO. 1  
to  
Bill 11-76

Add the following to the end of line 122:

Section 33-65, subsection c, ", provided, however, that nothing herein shall preclude such employees from meeting together and selecting representatives for conferences with the Chief Administrative Officer or the County Executive."

AMENDMENT #2  
to  
Bill 11-76

Insert a new paragraph "j" following line 179 on page 7:

"j. The County shall, on receipt of written authorization of an employee, deduct from the pay of such employee money in payment of membership dues in an employee organization and shall remit such money to said employee organization."