

The Charter of Baltimore CityArticle II - General Powers

(55) (A) To provide by ordinance an orderly procedure for participation by municipal employees and their representatives in the formulation of labor relations and personnel policies, recognizing the right of employees to organize and bargain collectively through representatives of their own choosing and generally authorizing the Mayor and City Council of Baltimore to provide for (1) the manner of establishing units appropriate for collective bargaining and of designating or selecting exclusive bargaining representatives; (2) the rights of the employer, employees and the employee organization designated as the exclusive representative in an appropriate unit; (3) the procedure for the negotiation of a collective bargaining agreement with respect to the terms and conditions of employment and the manner for resolution of a negotiation impasse; (4) the payment of a service fee, as a condition of continuing employment, for administration of the collective bargaining agreement and the right of the exclusive representative to the checkoff of dues or service fees; (5) the designation of unfair labor practices and remedies for the same; (6) the definition of a grievance and the procedure for resolution; and (7) other related matters to effectuate the ordinance. The Mayor and City Council of Baltimore are authorized, consistent with the provisions of the Charter of Baltimore City, to submit to binding arbitration any dispute arising from the interpretation of, or the application of, any collective bargaining agreement with an exclusive representative. BINDING ARBITRATION FOR FIRE FIGHTERS AND FIRE OFFICERS SHALL BE CONDUCTED AS PROVIDED IN SUBSECTION (B). This section does not authorize a strike by any municipal employee or employees. Until amended by ordinance, the presently existing municipal employee relations ordinance shall remain in force and effect.

(B) (1) IF THE CERTIFIED EMPLOYEE ORGANIZATION OR ORGANIZATIONS REPRESENTING FIRE FIGHTERS AND FIRE OFFICERS WITHIN THE FIRE DEPARTMENT AND THE EMPLOYER HAVE NOT REACHED A WRITTEN AGREEMENT CONCERNING TERMS AND CONDITIONS OF EMPLOYMENT BY MARCH 1 OF ANY YEAR, EITHER PARTY MAY REQUEST ARBITRATION BY A BOARD OF ARBITRATION, AS HEREIN PROVIDED, WHICH REQUEST MUST BE HONORED.

(2) THE BOARD OF ARBITRATION SHALL BE COMPOSED OF 3 MEMBERS, 1 APPOINTED BY THE MAYOR, AND 1 APPOINTED JOINTLY BY THE CERTIFIED EMPLOYEE ORGANIZATIONS REPRESENTING THE FIRE FIGHTERS AND FIRE OFFICERS INVOLVED. THESE MEMBERS SHALL BE SELECTED WITHIN 4 DAYS OF THE REQUEST FOR ARBITRATION. THE THIRD MEMBER SHALL BE SELECTED WITHIN 4 ADDITIONAL DAYS BY THE 2 ARBITRATORS PREVIOUSLY CHOSEN AND IN ACCORDANCE WITH THE PROCEDURES OF THE AMERICAN ARBITRATION ASSOCIATION FROM A LIST FURNISHED BY THE ASSOCIATION. SUCH MEMBER SELECTED SHALL ACT AS CHAIRMAN OF THE BOARD OF ARBITRATION. THE BOARD OF ARBITRATION THUS ESTABLISHED SHALL COMMENCE THE ARBITRATION PROCEEDINGS WITHIN 7 DAYS AFTER