



Appropriations Conference Chairs

HB 5005 - Collective Bargaining

SENATE OFFER 1

Saturday, March 14, 2020

4:30 p.m.

212 Knott Building

House Appropriations Committee/Senate Appropriations Committee

Fiscal Year 2020-2021

Collective Bargaining - House Bill 5005 / Senate Bill 2504

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer	Line
1	Federation of Physicians and Dentists:				1
2	FPD - Selected Exempt Service (SES) - Attorneys Guild Unit (22 Articles agreed to, 1 Article at Impasse)				2
3	18 – Wages	<u>State Proposal of November 18, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets to address retention, pay inequities or other staffing issues.	<u>Union Proposal of November 7, 2019:</u> \$6,000 pay increase for each Senior Attorney employed by the state for at least 2 years who did not receive a pay increase in 2019. Replace the term "exemplary" with "commendable" for purposes of the performance standard for merit increases.	GAA	3
4	FPD - Selected Exempt Service (SES) - Supervisory Non-professional Unit (27 Articles agreed to, 1 Article at Impasse)				4
5	25 – Wages	<u>State Proposal of November 18, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets to address retention, pay inequities or other staffing issues.	<u>Union Proposal of November 7, 2019:</u> 5 percent pay increase for eligible full-time and part-time covered employees. Replace the term "exemplary" with "commendable" for purposes of the performance standard for merit increases.	GAA	5
6	FPD - Selected Exempt Service (SES) - Physicians Unit (24 Articles agreed to, 1 Article at Impasse)				6
7	18 – Wages	<u>State Proposal of November 18, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets to address retention, pay inequities or other staffing issues.	<u>Union Proposal of November 7, 2019:</u> 5 percent pay increase for eligible full-time and part-time covered employees. Replace the term "exemplary" with "commendable" for purposes of the performance standard for merit increases.	GAA	7

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer	Line
8	Florida State Fire Service Association - Fire Service Unit (22 Articles agreed to, 6 Articles at Impasse)				8
9	16-Seniority (currently vacant; new article title)	<u>State Proposal of February 13, 2020:</u> Defines seniority as continuous break in the broadband level; provided that an employee shall forfeit seniority status in the event the employee is separated from the agency for a period of 31 or more calendar days.	<u>Union Proposal of October 21, 2019:</u> -Defines seniority as continuous break in the broadband level; provided that a break in service occurs when the employee separates and is not on any State Personnel System payroll for at least 31 days. -Requires that except under extraordinary circumstances, vacations and regular days off shall be scheduled with due regard for the needs of the agency, seniority, and employee preference. -Provides that when practicable requests for leave of 40 contiguous hours or more or for holidays shall be requested at least 60 days in advance; however the agency is not precluded from making reasonable accommodations for extraordinary leave requests or the fair distribution of leave during favored holidays. Provides for step plans for each job class.	State	9
10	18-Leaves of Absence	<u>State Proposal of December 19, 2019:</u> Status Quo	<u>Union Proposal of January 31, 2020:</u> Provides that all employees in the unit shall be provided "bereavement" leave of one full shift to allow for adequate means to attend and handle affairs that may be needed.	Status Quo.	10
11	24 - On-Call Assignment, Call-Back and Residency	<u>State Proposal of December 19, 2019:</u> Status Quo.	<u>Union Proposal of October 21, 2019:</u> Increase the On-Call Additive from \$1 to \$2 per hour.	Status Quo.	11
12	25 - Wages	<u>State Proposal of November 18, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets to address retention, pay inequities or other staffing issues.	<u>Union Proposal of January 31, 2019:</u> Provides that each agency shall authorize merit pay increases for each job class within the unit based on the employee's exemplary performance. Prohibits an agency from requiring an employee to obtain a job offer from an outside agency for review if the agency wishes to retain and offer a pay increase to the employee. Provides \$2,500 salary increase for the following job classes: Fire Protection Specialist, Field Representative Supervisor, Field Representative, Fire College Instructor Supervisor and Fire College Instructor. Provides for 8 percent salary increase to all employees covered by the bargaining unit to include a two percent increase for each five years of service.	GAA	12

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer	Line
13	26-Uniforms, Equipment & Awards (New Article Title)	<p><u>State Proposal of February 13, 2020:</u></p> <p>Adds language indicating that equipment required as part of the employee's job duties will be provided by the agency for use at no cost to the employee. Adds paramedic pins to list of pins employees will be permitted to wear.</p> <p>Provides that state may award plaques, certificates, pins or other tokens of recognition to employees who demonstrate satisfactory service to the state in appreciation and recognition of such service. The costs of such tokens of recognition may not exceed \$100.</p>	<p><u>Union Proposal of February 26, 2020:</u></p> <p>Provides that the agency's uniform policy must maintain increases in costs not passed on to the employee.</p> <p>Requires that equipment required as part of the employees job duties and has been provided as part of the facilities construction or operation for the maintenance of safety equipment utilized by the employees shall be repaired or replaced when the equipment is found to be inoperable and will be provided by the agency for use at no cost to the employee.</p> <p>Provides that shield or star style badges shall be provided to employees for identification during times of service and emergency operations.</p> <p>Provides that all non-uniformed employees shall receive a clothing allowance in the amount of \$500 instead of \$250.</p> <p>Agrees with State's proposal regarding the awarding of plaques, certificates, pins or other tokens of appreciation not to exceed \$100.</p> <p>Provides that when an employee retires, including medical disability retirement, the employee shall be presented his badge and an identification card clearly marked "retired".</p>	State	13
14	29-Health and Welfare (New Article Title; State & Union agree).	<p><u>State Proposal of February 13, 2020:</u> Requires that Florida Forest Service provide each of its employees the opportunity to receive a comprehensive medical review at least once every twenty-four months, at no cost to the employee.</p>	<p><u>Union Proposal of February 26, 2020:</u> Requires the state to guarantee that each employee is provided the opportunity to receive a comprehensive medical review (NFPA 1582 current adopted standard) at least once every 24 months at no cost to employee.</p> <p>Requires training to be provided to each employee for the purpose of familiarization and preventative measures to be taken to limit the exposures. Requires decontamination procedures to be established and utilized and requires contaminated to be properly cleaned.</p>	State	14

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer	Line
15	AFSCME Florida Council 79 (21 Articles agreed to, 4 Articles at Impasse)				15
16	1- Recognition	<p><u>State Proposal of November 8, 2019:</u> Deletes obsolete language, and proposes that when the state exercises a management right recognized in the contract, the union retains the right to bargain over impacts on the terms and conditions of employment identified by the union. (Union accepts.)</p> <p>Relocates and revises text on "Impact Bargaining" to reflect the Union retains the right to bargain over impacts "on terms and conditions of employment, as identified by the Union, resulting from the exercise of such right."</p>	<p><u>Union Proposal of January 7, 2020:</u> Relocates and revises text on "Impact Bargaining" to state that when the state exercises a management right recognized by this Contract, the Union retains the right to bargain over the impact of any proposed changes.</p> <p>Provides that if an OPS employee is employed for two years or more performing bargaining unit work, that the employee will be converted to a career service employee and a member of the bargaining unit.</p>	State	16
17	5-Union Activities and Employee Representation	<p><u>State Proposal of January 16, 2020:</u> - At Union's request of an agency at least 4 days prior to visit to an agency's premises during work hours, agency must confirm whether space is available. If appropriate space is unavailable, an agency is to provide alternative dates space is available. An agency must notify employees by email of the date, time and location of the union's visit.</p> <p>- Allows employees paid administrative leave on a Negotiations Committee on a regular workday (not exceeding the scheduled workday hours) for: (1) Attendance at negotiations; (2) Travel time to and from negotiations on a workday before or after negotiations; and (3) Preparatory meetings prior to a negotiation. Up to 8 hours of paid administrative leave is allowed for such meeting(s) on notice to DMS and to employing agencies. That leave does not count as hours worked for compensatory leave or overtime. Reimbursement is not allowed for associated travel, meals, lodging, or any other expenses.</p> <p>- Provides procedures for contract ratification voting, including notices to agencies, emails to agency employees and for paid administrative leave for 2 union representatives to conduct contract ratification voting.</p>	<p><u>Union Proposal of January 7, 2020:</u> -At Union's request of an agency at least 4 days prior to visit to the agency's premises during business hours, agency must confirm to the Union the space is available. If appropriate space is unavailable, agency is to provide dates the space will be available; the agency must notify its employees by email of the date, time and location of the union's visit.</p> <p>-Allows paid administrative leave for employees on a Negotiations Committee during the regular workday (not exceeding the scheduled workday hours) for: (1) Attendance at negotiations; (2) Reasonable travel time to and from negotiations on a workday immediately before or after negotiations; and (3) One or more preparatory meetings prior to a scheduled negotiation.</p> <p>-Provides procedures for contract ratification voting, including notices to agencies, emails to agency employees and for paid administrative leave to conduct contract ratification voting.</p> <p>-Requires union to be provided with access and a table at any health or benefit fairs organized or sponsored by the employers for employees.</p> <p>-Requires union representatives be able to speak at new employee orientation or otherwise be given an opportunity to speak to new employees.</p> <p>-Requires employers to provide 8 hours per workweek to local union presidents to be off from their regularly assigned duties to be used for labor consultations and other employee/management disputes.</p>	State	17

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18	8-Workforce Reduction	<p><u>State Proposal of November 18, 2019:</u> Status Quo</p>	<p><u>Union Proposal of October 3, 2019:</u> Replaces current text giving an employee facing a layoff the opportunity for a first interview with any agency with text to require that an employee has the right to a position with any agency for a vacancy for which the employee has applied and is qualified.</p> <p>Provides that if two or more employees have equal comparative merit, demonstrated skills and experience the employee with the longest length of service shall be offered the position.</p>	Status Quo	18
19	25 – Wages	<p><u>State Proposal of November 18, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets to address retention, pay inequities or other staffing issues.</p> <p>Creates section 5, Special Risk Class Additions section which adds qualifying Department of Juvenile Justice Employees who are Juvenile Detention Officers or Juvenile Detention Officer Supervisors to Special Risk class.</p>	<p><u>Union Proposal of November 8, 2019:</u> Provide a 5 percent annual wage increase.</p> <p>Provides that eligible employees shall receive a Cost of Living Adjustment as of July 1, 2020 as established by the Consumer Price Index.</p>	GAA	19

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20	Police Benevolent Association:				20
21	Law Enforcement Unit (27 Articles agreed to, 7 Articles at Impasse)				21
22	7-Internal Investigations	<p><u>State Proposal of January 22, 2020:</u> Includes text from union proposal to increase the time a subject of investigation and union representative would have to review statements and recordings from at least 1 hours to at least 2 hours, prior to the employee interview.</p>	<p><u>Union Proposal of October 8, 2019:</u> Requires that: employees be notified of any allegations; false allegations made against an employee be reviewed to determine if criminal prosecution against the complainant is warranted. Prohibits state from discouraging employees from seeking their own legal remedy against person who is found to have made a false complaint.</p> <p>Authorizes an employee who is subject of investigation and union representative to review statements and recordings at least 2 hours (rather than 1 hour), prior to the employee interview.</p> <p>Requires agency to provide written documentation disclosing basis for placing employee on administrative leave during investigation.</p> <p>Requires approval from union representative and agency head for internal investigation which goes beyond 120 days. Requires all interviews, discussions, and disciplinary hearings to be recorded for specified time. Requires interrogations of employee to be conducted by a full-time law enforcement officer and not by a contracted employee or a retired officer.</p> <p>Provides that if a bargaining unit member has a promotional opportunity delayed due to an ongoing departmental investigation, and the employee is later cleared, the employee shall be retroactively promoted.</p> <p>Provides that it shall be the policy of the state and the union to encourage informal discussions of complaints between management and employees as well as between supervisors and employees.</p>	State	22
23	10 - Disciplinary Actions	<p><u>State Proposal of November 14, 2019:</u> Additional text which states that, "The relevance of prior reprimands in the consideration of subsequent discipline shall be determined by the nature and seriousness of the prior offense and the time that has elapsed since the offense". Proposes that remainder of article language remains status quo.</p>	<p>The Union proposes to add language which requires that any documentation of minor work deficiencies that is not official discipline, shall be clearly marked as "not considered official discipline" or "not to be used as a reflection of official discipline".</p> <p>The Union also proposes that letters of counseling or counseling notices and any other form of documentation of minor work deficiencies or conduct that is not discipline shall be deemed void after 2-years from the date of issuance or creation and shall be removed from the employee's personnel file at the expiration of the 2-year period.</p>	State	23

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer	Line
24	18 - Hours of Work, Leave and Job-Connected Disability	<p><u>State Proposal of January 22, 2020:</u> Removes current language which provides that employees may not be required to volunteer time to the state and provides that if records of voluntary time are kept, they shall not be used to adversely affect performance reviews or promotions.</p> <p>Strikes language relating to past special compensatory leave use that applied prior to the inclusion of the pay-go process and adds language requiring payout of special compensatory leave upon transfer to another collective bargaining unit.</p>	<p><u>Union Proposal of October 8, 2019:</u> Increases the number of days required to post a schedule in advance from 14 to 21 calendar days.</p> <p>Requires that the union be included in determining the work period for each full-time employee.</p> <p>Provides that employees shall earn and accrue special compensatory leave credits based upon their individual shift, schedule or actual hours assigned to be on duty.</p> <p>Includes accidental to the factors considered for job-connected disability.</p>	State	24
25	19-Personal Property-Replacement and/or Reimbursement	<u>State Proposal of January 22, 2020:</u> Status Quo	<u>Union Proposal of October 8, 2019:</u> Includes smart watches and cellphones in list of reimbursable items; increases authorize reimbursement amounts for watch (including smart watch) from \$75 to \$500, provides for cell phone reimbursement of \$500 and increases total allowable reimbursement per incident from \$500 to \$3,000.	Status Quo	25
26	23-Equipment	<u>State Proposal of January 22, 2020:</u> Status Quo	<u>Union Proposal of October 8, 2019:</u> New language provides that each agency shall make reasonable effort to ensure purchased equipment will not place employees' health or safety at risk, and that purchased equipment will be adequately maintained.	Status Quo	26
27	24-On-Call Assignment - Call-Back-Court Appearance	<u>State Proposal of January 22, 2020:</u> Status Quo	<u>Union Proposal of October 8, 2019:</u> Modifies section 4 relating to court appearances to provide that if an employee is subpoenaed to appear as a witness in a job related case not during the employee's regularly assigned shift, the employee shall be credited for actual time worked or a minimum of 4 hours rather than 2.5 hours.	Status Quo	27
28	25 – Wages	<p><u>State Proposal of November 18, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.</p> <p>Authorizes each agency to grant temporary special duties pay additives of up to 15 percent of the employee's base rate of pay to each employee temporarily deployed to a facility or area closed due to emergency conditions from another area of the state that is not closed.</p> <p>Permanent career service employees may be given the option of receiving up to 24 hours of unused annual leave each December, in the form of cash payout pursuant to s. 110.219, F.S.</p>	<p><u>Union Proposal of November 14, 2019:</u> Provides pay increases based on years of service as a state law enforcement officer: 0-3 years - 0%; 4 to 7 years - 3%; 8 to 11 years - 5%; 12 to 15 years - 7%; 16 years and up- 9%.</p> <p>On September 1, 2020, the starting pay for law enforcement officers in all agencies under this agreement shall increase by 12 percent.</p>	GAA	28

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29	PBA - Florida Highway Patrol Unit (30 Articles Agreed to, 4 Articles at Impasse)					29
30	7-Internal Investigations	<p><u>State Proposal of December 19, 2019:</u> Includes text from union proposal to increase the time a subject of investigation and union representative would have to review statements and recordings from at least 1 hours to at least 2 hours, prior to the employee interview.</p>	<p><u>Union Proposal of November 4, 2019:</u> Requires that employee be notified of any allegations. Requires that false allegations made against an employee be reviewed to determine if criminal prosecution against the complainant is warranted. Prohibits state from discouraging employees from seeking their own legal remedy against person who is found to have made a false complaint.</p> <p>Authorizes an employee who is subject of investigation and union representative to review statements and recordings at least 2 hours (rather than 1 hour), prior to the employee interview.</p> <p>Requires agency to provide written documentation disclosing basis for placing employee on administrative leave during investigation. Prohibits employee from being placed on administrative leave during administrative investigation unless it will affect his or her ability to perform their job duties. Prohibits unfounded findings from being included in employee's personnel file or in performance reviews.</p> <p>Requires approval from union representative and agency head for internal investigation which goes beyond 120 days. Requires all interviews, discussions, and disciplinary hearings to be recorded for specified time. Requires interrogations of employee to be conducted by a full-time law enforcement officer and not by a contracted employee or a retired officer.</p>	State	30	
31	7-internal Investigations (continued)		<p>Provides that if a bargaining unit member has a promotional opportunity delayed due to an ongoing departmental investigation, and the employee is later cleared, the employee shall be retroactively promoted.</p> <p>Provides that it shall be the policy of the state and the union to encourage informal discussions of complaints between management and employees as well as between supervisors and employees.</p> <p><u>Union Proposal of January 6, 2020:</u> Modifies language from earlier proposal relating to false allegations against employee to clarify that it relates to false <i>criminal</i> allegations.</p>		31	

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32	18 - Hours of Work, Leave and Job-Connected Disability	<p><u>State Proposal of November 22, 2020:</u></p> <p>Removes current language which provides that employees may not be required to volunteer time to the state and provides that if records of voluntary time are kept, they shall not be used to adversely affect performance reviews or promotions.</p> <p>Revises language related to working emergency situations and pay upon returning to normal assignments. Prohibits the department from compelling an employee's use of leave in an attempt to offset overtime earned while assigned to the emergency area or mission related to the emergency, unless the employee has worked 13 consecutive days. Leave use may be compelled after 13 consecutive days by requiring one regular day off upon employee's return to normal assignment and scheduling.</p> <p>Strikes language relating to past special compensatory leave use, prior to pay-go process. State proposal also adds language requiring payout of special compensatory leave upon transfer to another collective bargaining unit.</p>	<p><u>Union Proposal of November 4, 2019:</u></p> <p>Provides that employees shall not be forced to adjust their time with regard to FSLA time or payment when they work hours beyond their normal schedule. Deletes current text language allowing the state to adjust an employee's schedule to offset work hours beyond their normal schedule provided certain notice requirements are met.</p> <p>Increases the number of days that the agency must provide notice of a change in workdays or shifts from 14 to 21 calendar days.</p> <p>Provides that both the agency and the Union shall determine the number of hours in the work period (40, 80, or 160 hours).</p> <p>Provides that employees who are accidentally injured on the job (presently the provision only covers employees who are maliciously or intentionally injured) also be carried in full-pay status (admin leave) for the duration of the disability and not be required to use accrued leave.</p>	State	32
33	24-On-Call Assignment-Call-Back-Court Appearance	<p><u>State Proposal of January 22, 2020:</u> Status Quo</p>	<p><u>Union Proposal of January 22, 2020:</u> Provides that if an employee is subpoenaed to appear as a witness in a job related case outside the employee's regularly assigned shift, the employee shall be credited for actual time worked or a minimum of 3.5 hours rather than 2.5 hours whichever is greater.</p>	Status Quo	33
34	25 – Wages	<p><u>State Proposal of November 18, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.</p> <p>Authorizes each agency to grant temporary special duties pay additives of up to 15 percent of the employee's base rate of pay to each employee temporarily deployed to a facility or area closed due to emergency conditions from another area of the state that is not closed.</p> <p>Permanent career service employees may be given the option of receiving up to 24 hours of unused annual leave each December, in the form of cash payout pursuant to s. 110.219, F.S.</p>	<p><u>Union Proposal of November 14, 2019:</u> Employees with 4 to 7 years of service would receive 3% increase; employees with 8 to 11 years of service would receive 5% increase; employees with 12 to 15 years of service would receive 7% increase; employees with 16 years of service or more would receive 9% increase.</p> <p>Additionally, starting pay for troopers would increase by \$5,000; from \$41,917.56 to \$46,917.516.</p>	GAA	34

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35	PBA - Special Agent (29 Articles agreed to, 5 Articles at Impasse)				35
36	9-Reassignment, Lateral Action, Transfer and Change in Duty Station	<p><u>State Proposal of January 13, 2020:</u> Specifies that start date of employee's 24 month minimum service obligation begins on the employee's hire date as a special agent.</p> <p>Deletes current contract text requiring an employee complete 24 months service at their initial duty station before and transfer or change of duty station.</p>	<p><u>Union Proposal dated February 20, 2020 (received February 26, 2020):</u> Specifies that start date of employee's 24 month minimum service obligation begins from the employee's hire date as a sworn, law enforcement officer.</p> <p>Deletes current contract text requiring an employee complete 24 months service at their initial duty station before and transfer or change of duty station.</p> <p>Provides that an employee who has completed the 24 month minimum initial service obligation may apply for a lateral action, transfer or change in duty station.</p>	State	36
37	21-Compensation for Temporary Special Duty in Higher Level Position	<u>State Proposal of December 20, 2019:</u> Status Quo	<p><u>Union Proposal dated February 20, 2020 (received February 26, 2020):</u> Requires an employee to document, in an agency designated tracking system, all hours they are required to act in an established position in a higher broadband level than the employee's current broadband level.</p>	Status Quo	37
38	24-On-Call, Call-Back and Court Appearances	<u>State Proposal of January 13, 2020:</u> Status Quo	<p><u>Union Proposal dated February 20, 2020 (received February 26, 2020):</u></p> <p>Adds a definition of call-back that includes <u>any period of time an employee is requested to perform, or called upon for, law enforcement related work.</u> These duties can include any time the employee is tasked with or initiates any action as a law enforcement officer as per the direction of the supervisor (e.g., like a phone call seeking an answer to a question).</p> <p>Provides that if an employee is subpoenaed to appear as a witness in a job related case outside the employee's work hours, the employee shall be credited for actual time worked or a minimum of 4 hours rather than 2.5 hours.</p>	Status Quo	38

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39	25 – Wages	<p><u>State Proposal of November 18, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.</p> <p>Authorizes each agency to grant temporary special duties pay additives of up to 15 percent of the employee's base rate of pay to each employee temporarily deployed to a facility or area closed due to emergency conditions from another area of the state that is not closed.</p> <p>Permanent career service employees may be given the option of receiving up to 24 hours of unused annual leave each December, in the form of cash payout pursuant to s. 110.219, F.S.</p>	<p>No proposal on wage increases.</p> <p><u>Union Proposal of November 22, 2019:</u></p> <p>Modifies language relating to the cash payout of annual leave for permanent career service employees by requiring department to notify employees of availability of funds no later than the last day of October annually.</p>	GAA	39
40	26-Equipment and Service Awards	<p><u>State Proposal of March 2, 2020:</u> Modifies current language requiring upon retirement an employee be presented with their badge, service revolver or pistol, and an identification card clearly marked "retired" by adding the stipulation that an employee retire "in good standing", and the employee has a minimum of 10 years as a sworn law enforcement officer for the State of Florida including a minimum of 5 year at FDLE.</p>	<p><u>Union Proposal of February 26, 2020:</u> Requires agency to provide ballistic helmets to employees.</p> <p>Provides that when an employee retires in good standing with substantial service with a minimum of 10 years of service with an agency within the State of Florida and at least 5 years of uninterrupted service at the agency, the employee shall be presented with the items.</p>	State	40

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41	PBA - Security Services Unit (28 Articles agreed to, 4 Articles at Impasse)				41
42	7-Discipline and Discharge	<u>Union Proposal of January 21, 2020:</u> Accepts union proposal to reword language to conform to union organizational structure.	<u>Union Proposal of March 2, 2020:</u> Provides that counseling memorandum may only be used within 12 months of the date of the counseling by the state at an administrative hearing to demonstrate the employee was on notice of the performance deficiencies or conduct concerns. Rewords language to conform to union organizational structure.	Status Quo, except that Section 7 of this Article shall be resolved pursuant to the Union Proposal of March 2, 2020.	42
43	23-Hours of Work/Overtime	<u>State Proposal of February 20, 2020:</u> Deletes current text relating to: - A normal workday being 8, 10 or 12 hours; instead references section 110.219, F.S. - The state making a good faith effort to approve specific leave requests and that failure to approve requests is not grievable. Streamlines current text on: 1) Employee scheduling; 2) Management of overtime staffing assignments; 3) Approval of annual leave; shift changes; and working extended workdays. Deletes reference to proposed amendments to FDC procedures during FY 19-20. and current text stating that employees are not be required to volunteer time to the state. Modifies special comp leave "Pay As You Go" pilot as to special comp leave accrued during that period. Clarifies payout provisions as to separation, transfer to another agency or pay plan, and/or transfer to another collective bargaining unit. Aligns Compulsory Disability Leave provision with state personnel system terminology.	<u>Union Proposal of February 28:</u> Proposes language that opens entire article to arbitration. Provides that 8 hour, 10 hour and 12 hour workdays are the hours of work for employees within the collective bargaining unit. Provides that changes in work schedules are all mandatory subjects of collective bargaining and any proposed changes to the section must be negotiated with the union.	State	43

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44	25 – Wages	<p><u>State Proposal of November 22, 2020:</u> Effective July 1, 2020:</p> <p><u>Retention (Step-Pay) Plan: for CO & CPO classes in CBU:</u> -\$1,500 pay increase at 2 years of continuous service, and - \$2,500 increase at 5 years of continuous service.</p> <p><u>Current employees :</u> -\$1,500 increase if 2 or more years, but less than 5 years of continuous service, as of July 1, 2020; -\$4,000 with 5 or more years of continuous service i</p> <p>Employees that meet the 2 or 5 year service thresholds after July 1, 2020, receive the applicable increase upon reaching the required years of service.</p> <p>Provides for placement at the minimum of the appropriate pay grade on the first day of the 28 day cycle following the date the employee passes the FDLE certification, rather than the effective date of certification.</p>	<p><u>Union Proposal of November 22, 2019:</u></p> <ol style="list-style-type: none"> 1. \$1,500 salary increase for all officers in the bargaining unit. 2. Additional \$3,000 increase for officers with 5 or more years of service; future employees who reach 5 years; \$2000 increase for training instructors. 3. \$300 bonus to all officers who have completed 40 hours inservice training of an FDLE improved course; 4. \$300 <u>per month</u> for all CO Lieutenants and Captains and CPO supervisors and senior supervisors who attend OIC meetings; 5. \$100 <u>per month</u> increase for CPOs who have a masters degree or higher. 	GAA	44
45	26-Uniform and Insignia	<p><u>State Proposal of November 22, 2019:</u> Status Quo</p>	<p><u>Union Proposal of January 21, 2020:</u> Adds reference to DOC procedure 602.043 as well as the statement that any changes to this procedure requires negotiations with the PBA.</p> <p>Provides that employees who wish to wear polo shirts between July 2020 to June 2021 must purchase the shirts from Department-approved vendors; effective July 1, 2021, the Department will issue all uniformed bargaining unit members two 2 polo shirts at cost to the Department.</p>	Status Quo	45

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer	Line
46	Florida Nurses Association - Professional Health Care Unit (28 Article Agreed to; 3 Articles at Impasse)				46
47	23 - Hours of Work/Compensatory Time	<p><u>State's Proposal of January 10, 2020:</u> Provides that upon <u>separation, transfer to another agency or transfer to another pay plan</u>, an employee shall be paid for unused special compensatory leave credits earned prior to October 9, 2012 and special compensatory leave credits earned on or after November 1, 2019 that have not yet been paid.</p> <p>Provides that when an employee <u>transfers to another career service collective bargaining unit within the agency</u>, the agency shall pay the employee for unused special compensatory leave earned on or after November 1, 2019.</p>	<p><u>Union's proposal of November 9, 2019:</u> Provides additional compensation for work during emergency conditions and holidays <u>beyond</u> the current provisions providing for ongoing payment for special compensatory leave.</p> <p>Provides that the DOH unit employees shall be considered as included employees for the purpose of overtime compensation for the duration of a declared emergency or disaster.</p>	State	47
48	25 - Wages	<p><u>State Proposal of November 18, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.</p>	<p><u>Union Proposal of October 9, 2019:</u> 5 percent salary increase. In addition, a 3 percent increase for employees with 15 years or more of service, 2 percent for 10 years or more, and 1 percent increase for 5 years or more.</p>	GAA	48
49	26 - Differential Pay	<p><u>State Proposal of January 13, 2020:</u> Status Quo</p>	<p><u>Union Proposal of November 19, 2019:</u> Increase shift differential from \$1 to \$2 per hour. An amount greater than \$2 per hour may be paid if approved by Secretary of DMS.</p>	Status Quo	49

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer	Line
50	Federation of Public Employees - Lottery Administrative & Support Bargaining Unit (29 Articles agreed to, 1 Article at Impasse)				50
51	12-Wages and Pay Plan	<u>State Proposal:</u> No increase.	<u>Union Proposal:</u> 3% increase in base pay. Sales Representatives are to receive "portal-to-portal" pay.	GAA	51