



1                                   A bill to be entitled  
 2           An act relating to collective bargaining; providing  
 3           for the resolution of certain collective bargaining  
 4           issues at impasse between the State of Florida and  
 5           certified bargaining units of state employees;  
 6           providing for all other mandatory collective  
 7           bargaining issues at impasse that are not addressed by  
 8           the act or the General Appropriations Act to be  
 9           resolved consistent with personnel rules and by  
 10          otherwise maintaining the status quo; providing an  
 11          effective date.

12  
 13 Be It Enacted by the Legislature of the State of Florida:

14  
 15           Section 1. Collective bargaining issues at impasse for the  
 16 2016-2017 fiscal year between the State of Florida and the  
 17 certified representatives of the bargaining units for state  
 18 employees are resolved as follows:

19           (1) Collective bargaining issues at impasse between the  
 20 State of Florida and the Federation of Physicians and Dentists  
 21 Selected Exempt Service (SES) Supervisory Non-Professional Unit  
 22 regarding Article 3 "Vacant," Article 9 "Vacant," Article 24  
 23 "Vacant," and Article 27 "Vacant" shall be resolved by  
 24 maintaining the status quo under the language of the current  
 25 collective bargaining agreement.

26           (2) Collective bargaining issues at impasse between the



27 State of Florida and the Federation of Physicians and Dentists  
28 State Employees Attorneys Guild regarding Article 3 "Vacant,"  
29 Article 15 "Vacant," and Article 22 "Vacant" shall be resolved  
30 by maintaining the status quo under the language of the current  
31 collective bargaining agreement.

32 (3) Collective bargaining issues at impasse between the  
33 State of Florida and the Federation of Physicians and Dentists  
34 Selected Exempt Service (SES) Physicians Unit regarding Article  
35 3 "Vacant" and Article 22 "Vacant" shall be resolved by  
36 maintaining the status quo under the language of the current  
37 collective bargaining agreement.

38 (4) Collective bargaining issues at impasse between the  
39 State of Florida and the Florida State Fire Service Association  
40 regarding Article 23 "Hours of Work and Overtime" shall be  
41 resolved pursuant to the state's proposal dated October 20,  
42 2015; Article 26 "Vacant" and Article 27 "Vacant" shall be  
43 resolved by maintaining the status quo under the language of the  
44 current collective bargaining agreement; and Article 9  
45 "Voluntary Reassignment, Transfer, Change in Duty Station and  
46 Promotions" shall be resolved pursuant to the state's proposal  
47 dated November 30, 2015, except that Article 9, Section 6  
48 "Promotions Outside the Unit" shall be revised to read: "The  
49 hiring authority shall carefully consider employee applicants  
50 when filling vacant supervisory positions at the level  
51 immediately above bargaining unit positions. The State will make  
52 a good faith effort to fill vacant positions in the rank



HB 5007, Engrossed 1

2016

53 immediately above the bargaining unit with employees of the  
54 bargaining unit. However, the most qualified applicant will  
55 always be recommended by the hiring authority. This provision is  
56 not subject to Article 6 grievance procedure."

57 (5) Collective bargaining issues at impasse between the  
58 State of Florida and the Teamsters Local Union No. 2011,  
59 Security Services Unit regarding Article 5 "Union Activities and  
60 Employee Representation" shall be resolved pursuant to the  
61 state's proposal dated January 22, 2016; Article 7 "Discipline  
62 and Discharge" shall be resolved pursuant to the state's  
63 proposal dated February 24, 2016; Article 8 "Workforce  
64 Reduction" shall be resolved pursuant to the state's proposal  
65 dated January 25, 2016; Article 22 "Job-Connected Disability"  
66 shall be resolved pursuant to the state's proposal dated  
67 September 30, 2015; and Article 6 "Grievance Procedure," Article  
68 9 "Lateral Action, Reassignment, Transfer, Change in Duty  
69 Station," Article 10 "Promotions," Article 13 "Safety," and  
70 Article 24 "On-Call Assignment and Call-back" shall be resolved  
71 by maintaining the status quo under the language of the current  
72 collective bargaining agreement.

73 (6) Collective bargaining issues at impasse between the  
74 State of Florida and the Florida Nurses Association regarding  
75 Article 24 "On-Call Assignment" shall be resolved by maintaining  
76 the status quo under the language of the current collective  
77 bargaining agreement.

78 (7) Collective bargaining issues at impasse between the



HB 5007, Engrossed 1

2016

79 State of Florida and the Police Benevolent Association, Law  
80 Enforcement Unit regarding Article 5 "Employee Representation  
81 and PBA Activities" shall be resolved by maintaining the status  
82 quo under the language of the current collective bargaining  
83 agreement, and Article 18 "Hours of Work, Leave and Job-  
84 Connected Disability" shall be resolved pursuant to the state's  
85 proposal dated February 12, 2016.

86 (8) Collective bargaining issues at impasse between the  
87 State of Florida and the Police Benevolent Association, Florida  
88 Highway Patrol Unit regarding Article 5 "Employee Representation  
89 and PBA Activities" shall be resolved by maintaining the status  
90 quo under the language of the current collective bargaining  
91 agreement, and Article 18 "Hours of Work, Leave and Job-  
92 Connected Disability" shall be resolved pursuant to the state's  
93 proposal dated February 12, 2016.

94 (9) Collective bargaining issues at impasse between the  
95 State of Florida and the Police Benevolent Association, Florida  
96 Lottery Unit regarding Article 21 "On-Call Assignment, Call  
97 Back, Court Appearance" shall be resolved by maintaining the  
98 status quo under the language of the current collective  
99 bargaining agreement, except that issues at impasse regarding  
100 Article 21, Section 3 "Call-Back" shall be resolved by the  
101 union's proposal dated October 20, 2015, and Article 23  
102 "Uniforms, Equipment and Service Awards" shall be resolved by  
103 maintaining the status quo under the language of the current  
104 collective bargaining agreement.



HB 5007, Engrossed 1

2016

105        (10) Collective bargaining issues at impasse between the  
106 State of Florida and the Police Benevolent Association, Special  
107 Agent Unit regarding Article 5 "Employee Representation and  
108 Association Activities" shall be resolved by maintaining the  
109 status quo under the language of the current collective  
110 bargaining agreement, and Article 23 "Workday, Workweek and  
111 Overtime" shall be resolved pursuant to the state's proposal  
112 dated February 12, 2016.

113  
114 All other mandatory collective bargaining issues at impasse for  
115 the 2016-2017 fiscal year which are not addressed by this act or  
116 the General Appropriations Act for the 2016-2017 fiscal year  
117 shall be resolved in accordance with the personnel rules in  
118 effect on March 1, 2016, and by otherwise maintaining the status  
119 quo under the language of the applicable current collective  
120 bargaining agreement.