

1 A bill to be entitled
 2 An act relating to dues and uniform assessments;
 3 amending s. 447.301, F.S.; requiring specified
 4 information be provided in an employee organization
 5 authorization form; prohibiting certain information
 6 from being elicited from certain employees; amending
 7 s. 447.303, F.S.; revising when certain deductions
 8 commence; requiring annual renewal of the
 9 authorization for such deductions; reenacting s.
 10 110.114(3), F.S., relating to employee wage
 11 deductions, to incorporate the amendments made by the
 12 act; providing an effective date.

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

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 16 Section 1. Subsection (1) of section 447.301, Florida
 17 Statutes, is amended to read:

18 447.301 Public employees' rights; organization and
 19 representation.—

20 (1) (a) Public employees ~~shall~~ have the right to form,
 21 join, and participate in, or to refrain from forming, joining,
 22 or participating in, any employee organization of their own
 23 choosing.

24 (b)1. An employee who desires to join an employee
 25 organization must sign a membership authorization form with the

26 bargaining agent. The membership form must contain the following
 27 acknowledgment in bold letters and in at least a 14-point type:

28
 29 I acknowledge and understand that Florida is a right
 30 to work state and union membership is not required as
 31 a condition of employment. I understand that union
 32 membership and payment of union dues and assessments
 33 is voluntary and that I may not be discriminated
 34 against in any manner if I refuse to join or
 35 financially support a union.

36
 37 2. An employee organization must revoke an employee's
 38 membership upon receipt of his or her written request for
 39 revocation, except as provided in s. 447.303. An employer or
 40 employee organization may not ask an employee to provide a
 41 reason for his or her decision to revoke his or her membership
 42 in the employee organization. If an employee must complete a
 43 form to request revocation from the employee organization, the
 44 form may not require a reason for the employee's decision to
 45 revoke his or her membership.

46 Section 2. Section 447.303, Florida Statutes, is amended
 47 to read:

48 447.303 Dues; deduction and collection.—An ~~Any~~ employee
 49 organization that ~~which~~ has been certified as a bargaining agent
 50 has ~~shall have~~ the right to have its dues and uniform

51 assessments deducted and collected by the employer from the
52 salaries of those employees who authorize the deduction of said
53 dues and uniform assessments. However, such authorization is
54 revocable at the employee's request upon 30 days' written notice
55 to the employer and employee organization. Said deductions shall
56 commence when the employer receives a signed authorization form
57 from the bargaining agent and is able to confirm with the
58 employee, electronically or by other means, that he or she
59 authorized the deduction of dues and uniform assessments ~~upon~~
60 ~~the bargaining agent's written request to the employer.~~
61 Reasonable costs to the employer of said deductions is ~~shall be~~
62 a proper subject of collective bargaining. Such right to
63 deduction, unless revoked under ~~pursuant to~~ s. 447.507, is ~~shall~~
64 ~~be~~ in force for 1 year after the date the deduction begins and
65 must be reauthorized annually ~~so long as the employee~~
66 ~~organization remains the certified bargaining agent for the~~
67 ~~employees in the unit.~~ The public employer is expressly
68 prohibited from any involvement in the collection of fines,
69 penalties, or special assessments.

70 Section 3. For the purpose of incorporating the amendment
71 made by this act to section 447.303, Florida Statutes, in a
72 reference thereto, subsection (3) of section 110.114, Florida
73 Statutes, is reenacted to read:

74 110.114 Employee wage deductions.—

75 (3) Notwithstanding the provisions of subsections (1) and

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76 (2), the deduction of an employee's membership dues deductions
77 as defined in s. 447.203(15) for an employee organization as
78 defined in s. 447.203(11) shall be authorized or permitted only
79 for an organization that has been certified as the exclusive
80 bargaining agent pursuant to chapter 447 for a unit of state
81 employees in which the employee is included. Such deductions
82 shall be subject to the provisions of s. 447.303.

83 Section 4. This act shall take effect upon becoming a law.