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

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

Section 1. Collective bargaining issues at impasse for the  
 2020-2021 fiscal year between the State of Florida and the  
 certified representatives of the bargaining units for state  
 employees are resolved as follows:

(1) Collective bargaining issues at impasse between the  
 State of Florida and the Florida State Fire Service Association-  
 Fire Service Unit regarding Article 16 "Seniority," Article 26  
 "Uniforms," and Article 29 "Health and Welfare" shall be  
 resolved by the state's proposals dated February 13, 2020, and  
 Article 18 "Leaves of Absence" and Article 24 "On-Call  
 Assignment, Call-Back and Residency" shall be resolved by

26 | maintaining the status quo under the language of the current  
27 | collective bargaining agreement.

28 | (2) Collective bargaining issues at impasse between the  
29 | State of Florida and the American Federation of State, County  
30 | and Municipal Employees, Florida Council 79 regarding Article 1  
31 | "Recognition" shall be resolved by the state's proposal dated  
32 | November 8, 2019, Article 5 "Union Activities and Employee  
33 | Representation" shall be resolved by the state's proposal dated  
34 | January 16, 2020, and Article 8 "Workforce Reduction" shall be  
35 | resolved by maintaining the status quo under the language of the  
36 | collective bargaining agreement.

37 | (3) Collective bargaining issues at impasse between the  
38 | State of Florida and the Police Benevolent Association, Law  
39 | Enforcement Unit, regarding Article 7 "Internal Investigations"  
40 | and Article 18 "Hours of Work, Leave and Job-Connected  
41 | Disability," shall be resolved by the state's proposals dated  
42 | January 22, 2020, Article 10 "Disciplinary Action" shall be  
43 | resolved by the state's proposal dated November 14, 2019, and  
44 | Article 19 "Personal Property-Replacement and/or Reimbursement,"  
45 | Article 23 "Equipment," and Article 24 "On-Call Assignment-Call-  
46 | Back-Court Appearance" shall be resolved by maintaining the  
47 | status quo under the language of the collective bargaining  
48 | agreement.

49 | (4) Collective bargaining issues at impasse between the  
50 | State of Florida and the Police Benevolent Association, Florida

51 Highway Patrol Unit, regarding Article 7 "Internal  
52 Investigations" shall be resolved pursuant to the state's  
53 proposal dated December 19, 2019, Article 18 "Hours of Work,  
54 Leave and Job-Connected Disability" shall be resolved pursuant  
55 to the state's proposal dated November 22, 2019, and Article 24  
56 "On-Call Assignment-Call-Back-Court Appearance" shall be  
57 resolved by maintaining the status quo under the current  
58 collective bargaining agreement.

59 (5) Collective bargaining issues at impasse between the  
60 State of Florida and the Police Benevolent Association, Special  
61 Agent Unit, regarding Article 9 "Reassignment, Lateral Action,  
62 Transfer and Change in Duty Station" shall be resolved pursuant  
63 to the state's proposal dated January 13, 2020, Article 26  
64 "Equipment and Service Awards" shall be resolved pursuant to the  
65 state's proposal dated March 2, 2020, and Article 21  
66 "Compensation for Temporary Special Duty in Higher Level  
67 Position" and Article 24 "On-Call, Call-Back and Court  
68 Appearances" shall be resolved by maintaining the status quo  
69 under the current collective bargaining agreement.

70 (6) Collective bargaining issues at impasse between the  
71 State of Florida and the Police Benevolent Association, Security  
72 Services Unit, regarding Article 7 "Discipline and Discharge"  
73 shall be resolved by maintaining the status quo under the  
74 current collective bargaining agreement, except that Article 7,  
75 Section 7 "Representation" shall be resolved pursuant to the

76 | union's proposal dated March 2, 2020, Article 23 "Hours of  
77 | Work/Overtime" shall be resolved pursuant to the state's  
78 | proposal dated February 20, 2020, and Article 26 "Uniforms and  
79 | Insignia" shall be resolved by maintaining the status quo under  
80 | the current collective bargaining agreement.

81 | (7) Collective bargaining issues at impasse between the  
82 | State of Florida and the Florida Nurses Association-Professional  
83 | Health Care Unit regarding Article 23 "Hours of  
84 | Work/Compensatory Time" shall be resolved pursuant to the  
85 | state's proposal dated January 10, 2020, and Article 26  
86 | "Differential Pay" shall be resolved by maintaining the status  
87 | quo under the language of the current collective bargaining  
88 | agreement.

89 |  
90 | All other mandatory collective bargaining issues at impasse for  
91 | the 2020-2021 fiscal year which are not addressed by this act or  
92 | the General Appropriations Act for the 2020-2021 fiscal year  
93 | shall be resolved in accordance with the personnel rules in  
94 | effect on March 14, 2020, and by otherwise maintaining the  
95 | status quo under the language of the applicable current  
96 | collective bargaining agreement.

97 | Section 2. This act shall take effect July 1, 2020.