

1 A bill to be entitled
2 An act relating to dues and uniform assessments;
3 amending s. 447.301, F.S.; requiring that a public
4 employee who desires to join an employee organization
5 sign a membership authorization form; requiring that
6 the form include a specified acknowledgement;
7 requiring an employee organization to revoke an
8 employee's membership upon receipt of the employee's
9 request for revocation; requiring certain employees to
10 provide specified notice to their employer to revoke
11 certain deductions; providing that a revocation form
12 may not require an employee to state a reason for the
13 revocation; amending s. 447.303, F.S.; providing that
14 certain deductions commence upon the employer's
15 receipt and confirmation of the employee's signed
16 deduction authorization form; requiring confirmation
17 by an employer within a specified time; specifying the
18 time period that an employee's authorization to deduct
19 dues and uniform assessments remains in effect;
20 reenacting s. 110.114(3), F.S., relating to employee
21 wage deductions, to incorporate the amendment made to
22 s. 447.303, F.S., in a reference thereto; providing an
23 effective date.

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

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

447.301 Public employees' rights; organization and representation.—

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

(b)1. An employee who desires to join an employee organization must sign a membership authorization form with the bargaining agent. The membership authorization form must contain the following acknowledgment in bold letters and in at least a 14-point type:

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

2. An employee organization must revoke an employee's membership upon receipt of his or her written request for

51 revocation. However, an employee who has authorized the
52 deduction of dues and uniform assessments by his or her employer
53 must also submit notice to his or her employer as provided in s.
54 447.303 for the revocation of such deductions. If an employee
55 must complete a form to request revocation from the employee
56 organization, the form may not require a reason for the
57 employee's decision to revoke his or her membership.

58 Section 2. Section 447.303, Florida Statutes, is amended
59 to read:

60 447.303 Dues; deduction and collection.—

61 (1) An ~~Any~~ employee organization that ~~which~~ has been
62 certified as a bargaining agent ~~has shall have~~ the right to have
63 its dues and uniform assessments deducted and collected by the
64 employer from the salaries of those employees who authorize the
65 deduction of said dues and uniform assessments.

66 (2) (a) Deductions shall commence when the employer
67 receives a signed deduction authorization form from the
68 bargaining agent and confirms with the employee, electronically
69 or by other means, that he or she authorized the deduction of
70 dues and uniform assessments. The employer must make such
71 confirmation within 30 days after receiving the signed deduction
72 authorization form.

73 (b) An employee's authorization to deduct dues and uniform
74 assessments remains in effect until the members of the
75 bargaining unit approve a new collective bargaining agreement

76 | with the public employer or for 3 years after the date on which
 77 | the deduction begins, whichever is earlier.

78 | (c) Notwithstanding paragraph (b), ~~However, such~~
 79 | authorization is revocable at the employee's request upon 30
 80 | days' written notice to the employer and employee organization.
 81 | ~~Said deductions shall commence upon the bargaining agent's~~
 82 | ~~written request to the employer.~~

83 | (3) Reasonable costs to the employer of said deductions is
 84 | ~~shall be~~ a proper subject of collective bargaining.

85 | (4) Such right to deduction, unless revoked under ~~pursuant~~
 86 | ~~to~~ s. 447.507, is ~~shall be~~ in force for so long as the employee
 87 | organization remains the certified bargaining agent for the
 88 | employees in the unit.

89 | (5) The public employer is expressly prohibited from any
 90 | involvement in the collection of fines, penalties, or special
 91 | assessments.

92 | Section 3. For the purpose of incorporating the amendment
 93 | made by this act to section 447.303, Florida Statutes, in a
 94 | reference thereto, subsection (3) of section 110.114, Florida
 95 | Statutes, is reenacted to read:

96 | 110.114 Employee wage deductions.—

97 | (3) Notwithstanding the provisions of subsections (1) and
 98 | (2), the deduction of an employee's membership dues deductions
 99 | as defined in s. 447.203(15) for an employee organization as
 100 | defined in s. 447.203(11) shall be authorized or permitted only

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101 | for an organization that has been certified as the exclusive
102 | bargaining agent pursuant to chapter 447 for a unit of state
103 | employees in which the employee is included. Such deductions
104 | shall be subject to the provisions of s. 447.303.

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