



Appropriations Conference Chairs

House Offer #1

SB 2504/HB 5005
Collective Bargaining

Wednesday, April 28, 2021
412 Knott Building

House Appropriations Committee/Senate Appropriations Committee

Fiscal Year 2021-2022

Collective Bargaining - House Bill 5005 / Senate Bill 2504

Blue Text indicates similar State & Union positions.

Line	Article	State's Last Proposal	Union's Last Proposal	House Offer
1	Federation of Physicians and Dentists:			
2	FPD - Selected Exempt Service (SES) - Attorneys Guild Unit (3 Articles at Impasse)			
3	5 - Employee Rights, Management, and Union Communications	State Proposal of February 11, 2021: Status Quo	Union Proposal of February 11, 2021: Revises provisions to related to state premises with restricted areas provide that the union must have access to meet with employees to provide them with information about the union.	Status Quo
4	7 - Employee Standards of Conduct and Performance	State Proposal of February 18, 2021: Status Quo	Union Proposal of November 16, 2020: Revises provisions related to service at the pleasure of the agency head to provide that the union must be notified before any employee is suspended, dismissed, or has his or her pay reduced or is demoted. Provides for a pre-decision meeting the employee and requires a performance improvement plan before an employee is dismissed.	Status Quo
5	18 – Wages	State Proposal of January 27, 2021: 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. Adds a competitive pay adjustment for DBPR to increase the base rate of each position in the Attorney class to \$52,000 and for each position in the Senior Attorney class to \$62,000, effective July 1, 2021.	Union Proposal of February 11, 2021: Annual pay rate for each position classified as Attorney must be increased to \$52,000 and each position classified as Senior Attorney must be increased to \$65,000; however, the minimum annual increase must be \$5,000.	GAA
6	FPD - Selected Exempt Service (SES) - Supervisory Non-professional Unit (3 Articles at Impasse)			
7	5 - Employee Rights, Management, and Union Communications	State Proposal of February 11, 2021: Status Quo	Union Proposal of February 11, 2021: Revises provisions related to state premises with restricted areas to provide that the union must have access to meet with employees to provide them with information about the union.	Status Quo
8	7 - Employee Standards of Conduct and Performance	State Proposal of February 18, 2021: Status Quo <i>Adds sentence to Section 4(A) that provides "Moreover, the state recognizes the right of a duly recognized Union Representative to express the views of the Union provided they are identified as Union views."</i>	Union Proposal of November 16, 2020: <i>Adds sentence that provides "the state recognizes the right of a duly recognized Union Representative to express the views of the Union provided they are identified as Union views."</i> Revises provisions related to service at the pleasure of the agency head to provide that the union must be notified before any employee is suspended, dismissed, or has his or her pay reduced or is demoted. Provides for a pre-decision meeting with the employee.	State
9	25 – Wages	State Proposal of January 27, 2021: 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.	Union Proposal of February 11, 2021: 4 percent pay increase for eligible full-time and part-time covered employees. The minimum must be \$1,000.	GAA
10	FPD - Selected Exempt Service (SES) - Physicians Unit (3 Articles at Impasse)			
11	5 - Employee Rights, Management, and Union Communications	State Proposal of February 11, 2021: Status Quo	Union Proposal of February 11, 2021: Revises provisions related to state premises with restricted areas to provide that the union must have access to meet with employees to provide them with information about the union.	Status Quo

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12	7 - Employee Standards of Conduct and Performance	<p>State Proposal of February 18, 2021: Status Quo</p> <p>Relocates the sentence that provides "Moreover, the state recognizes the right of a duly recognized Union Representative to express the views of the Union provided they are identified as Union views." from Section 1(B) to end of Section 1(A)</p>	<p>Union Proposal of November 16, 2020:</p> <p>Adds sentence that provides "the state recognizes the right of a duly recognized Union Representative to express the views of the Union provided they are identified as Union views."</p> <p>Revises provisions related to service at the pleasure of the agency head to provide that the union must be notified before any employee is suspended, dismissed, or has his or her pay reduced or is demoted. Provides for a pre-decision meeting with the employee.</p>	State
13	18 – Wages	<p>State Proposal of January 27, 2021:</p> <p>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>Union Proposal of November 16, 2020:</p> <p>Provides competitive pay adjustments as follows: Effective October 1, 2021, all eligible employees with less than 15 years service receive a 3% pay adjustment, with a minimum annual increase of \$1,000. Employees with 15 years of service but less than 25 years of service received a 4.5% pay adjustment. Employees with more than 25 years of service get a 6% adjustment.</p>	GAA
14	Florida State Fire Service Association - Fire Service Unit (1 Article at Impasse)			
15	25 - Wages	<p>State Proposal of January 27, 2021:</p> <p>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. Provides temporary special duties pay additive of up to 15% for certain emergency deployments.</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>Union Proposal of November 13, 2020:</p> <p>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.</p> <p>Requires a comprehensive area pay differential review to be conducted and a pay adjustment to positions within the Florida State Fire Service Association to bring them in line with the current costs of living and other equitable wage provisions. Also requires adjustment of pay scales and seniority to maintain proper level of separation of pay.</p>	GAA
16	AFSCME Florida Council 79 (4 Articles at Impasse)			
17	7 - Discipline	<p>State Proposal of January 1 25, 2021: Status Quo</p>	<p>Union Proposal of November 9, 2020:</p> <p>Union proposal removes language that provides: 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.</p> <p>Adds: Oral reprimands shall be considered invalid if the employee is not disciplined for the same offense during the succeeding 12 months. Written reprimands will be considered invalid provided the employee is not disciplined for the same offense during the succeeding 24 months, and the written reprimand was not for an offense which could have resulted in the employee's dismissal.</p> <p>Adds: All counseling, oral and written reprimands shall not be used to deny agency discretionary increases, promotions, or transfers.</p>	Status Quo

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18	8 - Workforce Reduction	State Proposal of January 1 25, 2021: Status Quo	<p>Union Proposal of February 19, 2021:</p> <p>Revises language that would provide an employee facing a layoff as a result of a workforce reduction with the "right to a position" with any agency for a vacancy for which the employee is qualified. Removes sentence "At its discretion, an agency may provide for additional first interview opportunities." Adds a sentence that says "should two or more employees have equal comparative merit, demonstrated skills, experience, the employee with the longest length of service shall be offered the position."</p> <p>Adds a sentence that provides that "During the 12 months following the date an employee is laid off, the employee shall be offered any position for which the employee is qualified within the agency and region that initiated the layoff."</p>	Status Quo
19	16 - Vacant	State Proposal of January 1 25, 2021: Status Quo	<p>Union Proposal as of January 25, 2021:</p> <p>Defines the term "telecommuting" and provides the opportunity to participate in the telecommuting program to any employee interested in participating who's job classification and position has been identified as appropriate for telecommuting with the agency's plan. Provides that participating in voluntary and the employee may elect to cease participation at any time with a 30-day notice.</p>	Status Quo
20	25 – Wages	<p>State Proposal of January 27, 2021:</p> <p>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>Proposes the DCF, in accordance with s. 8 of the Governor's Recommended GAA, is authorized to grant a temporary special duties additive of 5% to all employees in the Human Services Worker 1, Human Services Worker II, and Unit Treatment and Rehabilitation Specialists classes, for work within specified living areas of Northeast Florida State Hospital or within the Specialty Care Unit or Medical Services Unit at Florida State Hospital; all employees in Child Protective Investigator and Senior Child Protective Investigator classes for time worked in a weekend unit; and all Adult Registry Counselors for time worked in a weekend unit at the Abuse Hotline.</p>	<p>Union Proposal of February 19, 2021:</p> <p>Provides for additional temporary special duties pay additive of up to 15% of the employees 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>Provides employees the option of receiving 24 hours of unused annual leave each December in the form of a cash payout, subject to and in accordance with s. 110.219(7), F.S.</p> <p>Provides eligible employees with a merit pay increase based on the employee's exemplary performance as evidenced by a performance evaluation.</p> <p>Provides a 5% competitive pay adjustment to all eligible employees' base rate of pay effective June 30, 2021.</p> <p>Provides an additional 5% pay increase for employees in the following classifications: Economic Self-Sufficiency Specialist I and II, Human Service Worker (Class Code 5706, 5781, 5709, and 5784), and Unit Treatment and Rehab Specialists (Class Code 5776 and 5791).</p>	GAA
21	Police Benevolent Association:			
22	Law Enforcement Unit (1 Article at Impasse)			
23	25 – Wages	<p>State Proposal of January 27, 2021:</p> <p>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. Provides a temporary special pay additive of up to 15% for certain emergency deployments.</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>Union Proposal of March 3, 2021:</p> <p>3% across the board increase for all sworn law enforcement, effective July 1, 2021.</p>	GAA

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24	PBA - Florida Highway Patrol Unit (1 Article at Impasse)			
25	25 – Wages	<p><u>State Proposal of January 27, 2021:</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. Provides a temporary special pay additive of up to 15% for certain emergency deployments.</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 March 3, 2021:</u> 3% across the board increase for all sworn law enforcement, effective July 1, 2021.</p>	GAA
26	PBA - Lottery Law Enforcement Unit (X Article at Impasse)			
27		**PBA refused to negotiate and made no proposals to the Lottery. Contract is in status quo.		Status Quo
28	PBA - Security Services Unit (3 Articles at Impasse)			
29	23-Hours of Work/Overtime	<p><u>State Proposal of February 25, 2021:</u> Deletes reference to the workday being defined for each employee in accordance with s. 110.219, F.S., and provides that the Dept. of Corrections workday shall be an 8.5 hour work shift pilot to be administered in accordance with the GAA. Effective July 1, 2021, or as soon as practicable, an additional 1/3 of the institutions must be converted to the 8.5 hour work shift.</p> <p>Dept. of Corrections in accordance with FY 2020-2021 and 2021-2022 GAA is authorized to implement the following procedures: (1) Procedure 208.007 titled Extended Workdays for Correctional Officers; (2) Procedure 208.023 titled Request for Shift Changes and Days Off Change; and (3) Procedure 208.035 titled Correctional Officers' Notification of Unscheduled Absence.</p> <p>Amends Section 1(F) to revise the minimum number of hours employees who work an extended shift are given between shifts to 7.5 hours.</p> <p>Amends Section 2(E) to add "Titled Staffing Requirements for High Vacancy Institutions" after Procedure 208.069.</p>	<p>**The PBA refused to submit the negotiated 2021-2023 contract to unit members for ratification. The PBA advised that they will not negotiate for a 2021-2022 contract, so the articles at impasse are those brought forward by the State.</p>	GAA for 8.5 hour work shift provisions, Status Quo for all other provisions
30	25 – Wages	<p><u>State Proposal of January 27, 2021:</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. Provides a temporary special pay additive of up to 15% for certain emergency deployments.</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>Proposed a pay retention plan for Dept. of Corrections for certain classes (of up to 10 percent of the employee's base pay) and a \$1,000 hiring bonus for certain newly-hired correctional officers.</p>	<p>**The PBA refused to submit the negotiated 2021-2023 contract to unit members for ratification. The PBA advised that they will not negotiate for a 2021-2022 contract, so the articles at impasse are those brought forward by the State.</p>	GAA

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31	27 - Insurance Benefits	State Proposal of January 27, 2021: Status Quo	**The PBA refused to submit the negotiated 2021-2023 contract to unit members for ratification. The PBA advised that they will not negotiate for a 2021-2022 contract, so the articles at impasse are those brought forward by the State.	Status Quo
32	Florida Nurses Association - Professional Health Care Unit (3 Articles at Impasse)			
33	23 - Hours of Work/Compensatory Time	State's Proposal of January 26, 2021: Status Quo	<p>Union Proposal of November 23, 2020: 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>	Status Quo
34	25 - Wages	<p>State Proposal of January 27, 2021: 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>	Union Proposal of October 9, 2019: 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.	GAA
35	26 - Differential Pay	State Proposal of February 22, 2021: Status Quo	Union Proposal of November 23, 2020: 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.	Status Quo
36	Federation of Public Employees - Lottery Administrative & Support Bargaining Unit (X Articles at Impasse)			
37	12-Wages	<p>State Proposal of March 3, 2021: Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.</p>	<p>Union Proposal of January 28, 2021: Effective October 1, 2021, a 5 percent increase to base pay. The minimum annual increase must be \$2,000.</p>	GAA