By Senator Hill

1-1732-03

29

30

A bill to be entitled 1 2 An act relating to acute care hospital employees; prohibiting such employees from 3 4 engaging in certain activities related to union organizing while on duty; prohibiting the 5 6 inclusion for reporting purposes of certain 7 expenses relating to such activities by these employees; providing exceptions; providing an 8 9 effective date. 10 Be It Enacted by the Legislature of the State of Florida: 11 12 Section 1. (1) An employee of an acute care hospital 13 14 may not participate in any activity that assists, promotes, deters, or discourages union organizing while on duty and 15 counted in staffing calculations for the delivery of health 16 17 care services or while supervising, managing, or administering the delivery of health care services. 18 19 (2) Salaries paid by a health care provider to an 20 employee for any activity that assists, promotes, deters, or 21 discourages union organizing is not an allowable cost for 22 Medicaid cost-reporting purposes. 23 (3) Any expense, including, but not limited to, legal and consulting fees and salaries of supervisors and employees, 24 25 incurred for activities directly relating to influencing employees regarding unionization is not an allowable cost for 26 27 Medicaid cost-reporting purposes. 2.8 (4) This section does not apply to any activity

performed, or any expense incurred, in connection with:

administering a collective bargaining agreement;

(a) Addressing a grievance or negotiating or

1	(b) Performing an activity required by federal or
2	state law or by a collective bargaining agreement; or
3	(c) Keeping employees informed of issues and keeping
4	lines of communication open between employees and employers as
5	a part of normal personnel management, if such activities or
6	expenses are not directly related to influencing employees
7	regarding unionization.
8	Section 2. This act shall take effect upon becoming a
9	law.
10	
11	*****************
12	SENATE SUMMARY
13	Prohibits employees of acute care hospitals from engaging while on duty in certain activities related to union organizing. (See bill for details.)
14	organizing. (See bill for details.)
15	
16	
17	
18	
19	
20	
21	
22	
23	
24	
25	
26	
27	
28	
29	
30	
31	