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

12  
13 Be It Enacted by the Legislature of the State of Florida:

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15           Section 1. All collective bargaining issues at impasse for  
16 the 2011-2012 fiscal year between the State of Florida and the  
17 certified representatives of the bargaining units for state  
18 employees shall be resolved as follows:

19           (1) Collective bargaining issues at impasse between the  
20 State of Florida and the Florida State Fire Service Association  
21 regarding Article 3 "Dues Checkoff," Article 13 "Health and  
22 Welfare," and Article 16 "Retirement" shall be resolved pursuant  
23 to the state's last offer dated February 10, 2011.

24           (2) Collective bargaining issues at impasse between the  
25 State of Florida and the American Federation of State, County  
26 and Municipal Employees, Florida Council 79, regarding Article 3  
27 "Dues Checkoff," Article 16 "Payroll Checkoff," Article 27  
28 "Health Insurance," and Article 30 "Prevailing Rights" shall be  
29 resolved pursuant to the state's last offer dated February 10,

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30 2011.

31 (3) Collective bargaining issues at impasse between the  
32 State of Florida and the Police Benevolent Association - Law  
33 Enforcement Unit regarding Article 3 "Dues Checkoff," Article 14  
34 "Performance Review," and Article 27 "Insurance Benefits" shall  
35 be resolved pursuant to the state's last offer dated February  
36 10, 2011. Article 6 "Grievance Procedure" and Article 24 "On-  
37 Call Assignment, Call-Back and Court Appearance" shall be  
38 resolved by maintaining the status quo under the language of the  
39 current collective bargaining agreement.

40 (4) Collective bargaining issues at impasse between the  
41 State of Florida and the Police Benevolent Association - Special  
42 Agent Unit regarding Article 3 "Dues Checkoff" and Article 27  
43 "Insurance Benefits" shall be resolved pursuant to the state's  
44 last offer dated February 10, 2011. Article 23 "Workday,  
45 Workweek, and Overtime" and Article 24 "On-Call Assignment,  
46 Call-Back and Court Appearance" shall be resolved by maintaining  
47 the status quo under the language of the current collective  
48 bargaining agreement.

49 (5) Collective bargaining issues at impasse between the  
50 State of Florida and the Federation of Physicians and Dentists -  
51 State Employees Attorneys Guild regarding Article 3 "Dues  
52 Checkoff," Article 19 "Insurance Benefits," and Article 22  
53 "Prevailing Rights" shall be resolved pursuant to the state's  
54 last offer dated February 10, 2011. Article 5 "Employee Rights,  
55 Management, and Union Communications," Article 7 "Employee  
56 Standards of Conduct and Performance," Article 11  
57 "Classification Review and Professional Practice Scope," and  
58 Article 17 "Training and Education" shall be resolved by

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59 maintaining the status quo under the language of the current  
60 collective bargaining agreement.

61 (6) Collective bargaining issues at impasse between the  
62 State of Florida and the Florida Nurses Association regarding  
63 Article 3 "Dues Checkoff," Article 23 "Hours of  
64 Work/Compensatory Time," Article 27 "Insurance Benefits," and  
65 Article 31 "Prevailing Rights" shall be resolved pursuant to the  
66 state's last offer dated February 10, 2011. Article 8 "Work  
67 Force Reduction," Article 24 "On-Call Assignment," and Article  
68 26 "Differential Pay" shall be resolved by maintaining the  
69 status quo under the language of the current collective  
70 bargaining agreement.

71 (7) Collective bargaining issues at impasse between the  
72 State of Florida and the Federation of Physicians and Dentists -  
73 SES Physicians Unit regarding Article 3 "Dues Checkoff," Article  
74 7 "Employee Standards of Conduct and Performance," Article 19  
75 "Insurance Benefits," and Article 22 "Prevailing Rights" shall  
76 be resolved pursuant to the state's last offer dated February  
77 10, 2011. Article 5 "Employee Rights, Management, and Union  
78 Communications," Article 6 "Grievance Procedure," Article 8  
79 "Termination Due to a Reduction in Force and Recall," Article 16  
80 "Leaves of Absence, Hours of Work," and Article 17 "Training and  
81 Education" shall be resolved by maintaining the status quo under  
82 the language of the current collective bargaining agreement.

83 (8) Collective bargaining issues at impasse between the  
84 State of Florida and the Federation of Physicians and Dentists -  
85 SES Supervisory Non-Professional Unit regarding Article 3 "Dues  
86 Checkoff," Article 23 "Insurance Benefits," and Article 27  
87 "Prevailing Rights" shall be resolved pursuant to the state's

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88 last offer dated February 10, 2011. Article 5 "Union Activities  
89 and Employee Representation" and Article 15 "Scope of  
90 Professional Responsibilities" shall be resolved by maintaining  
91 the status quo under the language of the current collective  
92 bargaining agreement.

93 (9) Collective bargaining issues at impasse between the  
94 State of Florida and the Police Benevolent Association -  
95 Security Services Unit regarding Article 3 "Dues Checkoff,"  
96 Article 14 "Performance Evaluations," Article 27 "Insurance  
97 Benefits," and Article 30 "Prevailing Rights" shall be resolved  
98 pursuant to the state's last offer dated February 10, 2011.  
99 Article 21 "Out of Title Work" shall be resolved pursuant to the  
100 state's last offer dated March 18, 2011. Article 6 "Grievance  
101 Procedure," Article 9 "Reassignment, Transfer, Change in Duty  
102 Station," Article 18 "Leaves of Absence," Article 23 "Hours of  
103 Work/Overtime," and Article 24 "On-Call Assignment and Call-  
104 Back" shall be resolved by maintaining the status quo under the  
105 language of the current collective bargaining agreement.

106 (10) Collective bargaining issues at impasse between the  
107 State of Florida and the Police Benevolent Association - Florida  
108 Highway Patrol Unit regarding Article 3 "Dues Checkoff," Article  
109 16 "Employment Outside State Government," Article 18 "Hours of  
110 Work, Leave and Job-Connected Disability," and Article 27  
111 "Insurance Benefits" shall be resolved pursuant to the state's  
112 last offer dated February 10, 2011. Article 6 "Grievance  
113 Procedure" and Article 24 "On-Call Assignment, Call-Back and  
114 Court Appearance" shall be resolved by maintaining the status  
115 quo under the language of the current collective bargaining  
116 agreement.

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117 (11) Collective bargaining issues at impasse between the  
118 Florida Department of Lottery and the Federation of Public  
119 Employees regarding Article 3 "Dues Checkoff" and Article 17  
120 "Insurance and Benefits" shall be resolved pursuant to the  
121 state's last offer dated February 14, 2011.

122  
123 All other mandatory collective bargaining issues at impasse for  
124 the 2011-2012 fiscal year which are not addressed by this act or  
125 the General Appropriations Act for the 2011-2012 fiscal year  
126 shall be resolved consistent with the personnel rules in effect  
127 on May 1, 2011, and by otherwise maintaining the status quo  
128 under the language of the applicable current collective  
129 bargaining agreements.

130 Section 2. This act shall take effect July 1, 2011.