

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.

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

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15 Section 1. Collective bargaining issues at impasse for the
16 2012-2013 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 Teamsters Local Union No. 2011
21 regarding Article 3 "Vacant," Article 9 "Reassignment, Transfer,
22 Change in Duty Station," Article 24 "On-call Assignment and
23 Call-Back," Article 28 "Travel Expenses," and Article 32 "Entire
24 Agreement" shall be resolved pursuant to the state's proposal
25 dated December 5, 2011. Article 23 "Hours of Work/Overtime"
26 shall be resolved pursuant to the state's proposal dated March
27 7, 2012.

28 (2) Collective bargaining issues at impasse between the
 29 State of Florida and the Police Benevolent Association Florida
 30 Highway Patrol Unit regarding Article 5 "Employment
 31 Representation and PBA Activities" shall be resolved pursuant to
 32 the state's proposal dated December 5, 2011.

33 (3) Collective bargaining issues at impasse between the
 34 State of Florida and the Police Benevolent Association Law
 35 Enforcement Unit regarding Article 5 "Employment Representation
 36 and PBA Activities" shall be resolved pursuant to the state's
 37 proposal dated December 5, 2011.

38 (4) Collective bargaining issues at impasse between the
 39 State of Florida and the Police Benevolent Association Special
 40 Agent Unit regarding Article 5 "Employment Representation and
 41 Association Activities" and Article 31 "Prevailing Rights" shall
 42 be resolved pursuant to the state's proposal dated December 5,
 43 2011.

44 (5) Collective bargaining issues at impasse between the
 45 State of Florida and the Florida State Fire Service Association
 46 regarding Article 1 "Recognition," Article 2 "Gender Reference,"
 47 Article 3 "Vacant," Article 5 "Representation Rights," Article 6
 48 "Grievance Procedures," Article 7 "Disciplinary Action," Article
 49 8 "Workforce Reductions," Article 9 "Voluntary Reassignment,
 50 Transfer, Change in Duty Station and Promotions," Article 10
 51 "Occupation Profiles/Rules Maintained/Documentation," Article 11
 52 "Classification Review," Article 12 "Personnel Records," Article
 53 13 "Health and Welfare," Article 14 "State Vehicles and
 54 Vessels," Article 15 "Probationary Status," Article 16
 55 "Retirement," Article 17 "Allowances and Reimbursements,"

56 Article 18 "Leaves of Absence," Article 20 "Training and
57 Education," Article 21 "Committees," Article 24 "On-Call
58 Assignment, Call-Back and Residency," Article 26 "Vacant,"
59 Article 27 "Uniforms," Article 30 "Prevailing Rights," Article
60 32 "Entire Agreement," and Article 33 "Savings Clause" shall be
61 resolved pursuant to the state's proposal dated December 5,
62 2011. Article 23 "Hours of Work and Overtime" shall be resolved
63 by the state's proposal dated February 16, 2012.

64 (6) Collective bargaining issues at impasse between the
65 State of Florida and the American Federation of State, County
66 and Municipal Employees, Florida, Council 79 regarding Article 9
67 "Vacant" and Article 10 "Vacant" shall be resolved pursuant to
68 the state's proposal dated December 5, 2011. Article 27 "Health
69 Insurance" shall be resolved pursuant to the state's proposal
70 dated March 2, 2012.

71 (7) Collective bargaining issues at impasse between the
72 State of Florida and the Federation of Physicians and Dentists
73 Selected Exempt Service (SES) Supervisory Non-Professional Unit
74 regarding Article 2 "Gender Reference," Article 3 "Vacant,"
75 Article 4 "No Discrimination," Article 5 "Union Activities and
76 Employee Representation," Article 6 "Grievance Procedure,"
77 Article 7 "Employee Standards of Conduct," Article 8 "Employee
78 Rights," Article 9 "Vacant," Article 10 "Career Opportunities,"
79 Article 11 "Classification and Pay Plan," Article 12 "Personnel
80 File," Article 13 "Safety," Article 14 "Review and Performance
81 Evaluations," Article 15 "Scope of Professional
82 Responsibilities," Article 16 "Employment Outside State
83 Government," Article 17 "Drug Testing," Article 18 "Hours of

84 Work/Overtime & Leaves of Absence," Article 19 "Holidays,"
85 Article 20 "Training," Article 21 "Travel Expenses," Article 22
86 "Replacement of Personal Property," Article 24 "Call Back,"
87 Article 26 "Printing of the Agreement," Article 27 "Vacant,"
88 Article 28 "Management Rights," Article 29 "Entire Agreement,"
89 and Article 30 "Savings Clause" shall be resolved pursuant to
90 the state's proposal dated December 5, 2011. Article 23
91 "Insurance Benefits" shall be resolved pursuant to the state's
92 proposal dated March 2, 2012.

93 (8) Collective bargaining issues at impasse between the
94 State of Florida and the Federation of Physicians and Dentists
95 Selected Exempt Service (SES) Supervisory Physicians Unit
96 regarding Article 2 "Gender Reference," Article 3 "Vacant,"
97 Article 4 "No Discrimination," Article 5 "Employee Rights,
98 Management and Union Communications," Article 6 "Grievance
99 Procedure," Article 7 "Employee Standards of Conduct and
100 Performance," Article 8 "Termination Due to a Reduction in Force
101 and Recall," Article 9 "Reassignment," Article 10
102 "Classification and Pay Plan," Article 11 "Classification Review
103 and Professional Practice Scope," Article 12 "Personnel
104 Records," Article 13 "Safety," Article 14 "Replacement of
105 Personal Property," Article 15 "Drug Testing," Article 16
106 "Leaves of Absence, Hours of Work," Article 17 "Training and
107 Education," Article 20 "Per Diem and Travel Expenses," Article
108 21 "Pay Plan and Classification of Work," Article 22 "Vacant,"
109 Article 23 "Management Rights," Article 24 "Entire Agreement,"
110 and Article 25 "Savings Clause" shall be resolved pursuant to
111 the state's proposal dated December 5, 2011. Article 19

112 "Insurance Benefits" shall be resolved pursuant to the state's
 113 proposal dated March 2, 2012.

114 (9) Collective bargaining issues at impasse between the
 115 State of Florida and the Federation of Physicians and Dentists
 116 State Employees Attorneys Guild regarding Article 2 "Gender
 117 Reference," Article 3 "Vacant," Article 4 "No Discrimination,"
 118 Article 5 "Employee Rights, Management and Union
 119 Communications," Article 6 "Grievance Procedure," Article 7
 120 "Employee Standards of Conduct and Performance," Article 8
 121 "Workforce Reduction," Article 9 "Employment Opportunities,"
 122 Article 10 "Classification and Pay Plan," Article 11
 123 "Classification Review and Professional Practice Scope," Article
 124 12 "Personnel Records," Article 13 "Safety," Article 14
 125 "Replacement of Personal Property," Article 16 "Hours of Work
 126 and Employee Leave," Article 17 "Training and Education,"
 127 Article 20 "Per Diem and Travel Expenses," Article 21
 128 "Employment Outside State Government," Article 22 "Vacant,"
 129 Article 23 "Management Rights," Article 24 "Entire Agreement,"
 130 and Article 25 "Savings Clause" shall be resolved pursuant to
 131 the state's proposal dated December 5, 2011. Article 19

132 "Insurance Benefits" shall be resolved pursuant to the state's
 133 proposal dated March 2, 2012.

134 (10) Collective bargaining issues at impasse between the
 135 Department of the Lottery and the Federation of Public Employees
 136 regarding Article 17 "Insurance and Benefits" shall be resolved
 137 pursuant to the state's proposal dated December 9, 2011.

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139 | All other mandatory collective bargaining issues at impasse for
140 | the 2012-2013 fiscal year that are not addressed by this act or
141 | the General Appropriations Act for the 2012-2013 fiscal year
142 | shall be resolved consistent with the personnel rules in effect
143 | on March 1, 2012, and by otherwise maintaining the status quo
144 | under the language of the applicable current collective
145 | bargaining agreements.

146 | Section 2. This act shall take effect July 1, 2012.