

20152504Ae1

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 at
7 impasse that are not addressed by the act or the
8 General Appropriations Act to be resolved consistent
9 with personnel rules or by otherwise maintaining the
10 status quo; providing for contingent retroactive
11 operation; providing effective dates.

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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 2015-2016 fiscal year between the State of Florida and the
17 certified representatives of the bargaining units for state
18 employees are resolved as follows:

19 (1) Collective bargaining issues at impasse between the
20 State of Florida and the Federation of Physicians and Dentists
21 Selected Exempt Service (SES) Supervisory Non-Professional Unit
22 regarding Article 7 "Employee Standards of Conduct and
23 Performance" shall be resolved by maintaining the status quo
24 under the language of the current collective bargaining
25 agreement. The bargaining unit's proposed new article titled
26 "Retirement Benefits," dated December 15, 2014, is not adopted,
27 and the status quo under the current collective bargaining
28 agreement is unchanged.

29 (2) Collective bargaining issues at impasse between the

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30 State of Florida and the Federation of Physicians and Dentists
31 State Employees Attorneys Guild regarding Article 7 "Employee
32 Standards of Conduct and Performance" shall be resolved by
33 maintaining the status quo under the language of the current
34 collective bargaining agreement. The bargaining unit's proposed
35 new article titled "Retirement Benefits," dated December 15,
36 2014, is not adopted, and the status quo under the current
37 collective bargaining agreement is unchanged.

38 (3) Collective bargaining issues at impasse between the
39 State of Florida and the Federation of Physicians and Dentists
40 Selected Exempt Service (SES) Physicians Unit regarding Article
41 7 "Employee Standards of Conduct and Performance" shall be
42 resolved by maintaining the status quo under the language of the
43 current collective bargaining agreement. The bargaining unit's
44 proposed new article titled "Retirement Benefits," dated
45 December 15, 2014, is not adopted, and the status quo under the
46 current collective bargaining agreement is unchanged.

47 (4) Collective bargaining issues at impasse between the
48 State of Florida and the Florida State Fire Service Association
49 regarding Article 13 "Health and Welfare" shall be resolved by
50 maintaining the status quo under the current collective
51 bargaining agreement and Article 23 "Hours of Work and Overtime"
52 shall be resolved pursuant to the state's proposal dated March
53 6, 2015. The bargaining unit's proposed new article titled
54 "Promotional Step Pay Plan System," dated October 13, 2014, is
55 not adopted, and the status quo under the current collective
56 bargaining agreement is unchanged.

57 (5) Collective bargaining issues at impasse between the
58 State of Florida and the Teamsters Local Union No. 2011,

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59 Security Services Unit regarding Article 5 "Union Activities and
60 Employee Representation," Article 8 "Workforce Reduction," and
61 Article 18 "Leaves of Absence" shall be resolved by the state's
62 proposals dated December 16, 2014, Article 6 "Grievance,"
63 Article 7 "Discipline and Discharge," Article 9 "Reassignment,
64 Transfer, Change in Duty Station," Article 10 "Promotions," and
65 Article 26 "Uniform and Insignia" shall be resolved pursuant to
66 the state's proposals dated January 23, 2015, and Article 3
67 "Vacant" and Article 13 "Safety" shall be resolved by
68 maintaining the status quo under the current collective
69 bargaining agreement.

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71 All other mandatory collective bargaining issues at impasse for
72 the 2015-2016 fiscal year which are not addressed by this act or
73 the General Appropriations Act for the 2015-2016 fiscal year
74 shall be resolved in accordance with the personnel rules in
75 effect on May 1, 2015, and by otherwise maintaining the status
76 quo under the language of the applicable current bargaining
77 agreement.

78 Section 2. Except as otherwise expressly provided in this
79 act and except for this section, which shall take effect upon
80 becoming a law, this act shall take effect July 1, 2015, or, if
81 this act fails to become a law until after that date, it shall
82 take effect upon becoming a law and operate retroactively to
83 July 1, 2015.