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HB 5007, Engrossed 1

2016 Legislature

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An act relating to collective bargaining; providing for the resolution of certain collective bargaining issues at impasse between the State of Florida and certified bargaining units of state employees; providing for all other mandatory collective bargaining issues at impasse that are not addressed by the act or the General Appropriations Act to be resolved consistent with personnel rules and by otherwise maintaining the status quo; providing an effective date.

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

Section 1. Collective bargaining issues at impasse for the 2016-2017 fiscal year between the State of Florida and the certified representatives of the bargaining units for state employees are resolved as follows:

(1) Collective bargaining issues at impasse between the State of Florida and the Federation of Physicians and Dentists Selected Exempt Service (SES) Supervisory Non-Professional Unit regarding Article 3 "Vacant," Article 9 "Vacant," Article 24 "Vacant," and Article 27 "Vacant" shall be resolved by maintaining the status quo under the language of the current collective bargaining agreement.

(2) Collective bargaining issues at impasse between the



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27 State of Florida and the Federation of Physicians and Dentists
28 State Employees Attorneys Guild regarding Article 3 "Vacant,"
29 Article 15 "Vacant," and Article 22 "Vacant" shall be resolved
30 by maintaining the status quo under the language of the current
31 collective bargaining agreement.

32 (3) Collective bargaining issues at impasse between the
33 State of Florida and the Federation of Physicians and Dentists
34 Selected Exempt Service (SES) Physicians Unit regarding Article
35 3 "Vacant" and Article 22 "Vacant" shall be resolved by
36 maintaining the status quo under the language of the current
37 collective bargaining agreement.

38 (4) Collective bargaining issues at impasse between the
39 State of Florida and the Florida State Fire Service Association
40 regarding Article 23 "Hours of Work and Overtime" shall be
41 resolved pursuant to the state's proposal dated October 20,
42 2015; Article 26 "Vacant" and Article 27 "Vacant" shall be
43 resolved by maintaining the status quo under the language of the
44 current collective bargaining agreement; and Article 9
45 "Voluntary Reassignment, Transfer, Change in Duty Station and
46 Promotions" shall be resolved pursuant to the state's proposal
47 dated November 30, 2015, except that Article 9, Section 6
48 "Promotions Outside the Unit" shall be revised to read: "The
49 hiring authority shall carefully consider employee applicants
50 when filling vacant supervisory positions at the level
51 immediately above bargaining unit positions. The State will make
52 a good faith effort to fill vacant positions in the rank



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53 immediately above the bargaining unit with employees of the
54 bargaining unit. However, the most qualified applicant will
55 always be recommended by the hiring authority. This provision is
56 not subject to Article 6 grievance procedure."

57 (5) Collective bargaining issues at impasse between the
58 State of Florida and the Teamsters Local Union No. 2011,
59 Security Services Unit regarding Article 5 "Union Activities and
60 Employee Representation" shall be resolved pursuant to the
61 state's proposal dated January 22, 2016; Article 7 "Discipline
62 and Discharge" shall be resolved pursuant to the state's
63 proposal dated February 24, 2016; Article 8 "Workforce
64 Reduction" shall be resolved pursuant to the state's proposal
65 dated January 25, 2016; Article 22 "Job-Connected Disability"
66 shall be resolved pursuant to the state's proposal dated
67 September 30, 2015; and Article 6 "Grievance Procedure," Article
68 9 "Lateral Action, Reassignment, Transfer, Change in Duty
69 Station," Article 10 "Promotions," Article 13 "Safety," and
70 Article 24 "On-Call Assignment and Call-back" shall be resolved
71 by maintaining the status quo under the language of the current
72 collective bargaining agreement.

73 (6) Collective bargaining issues at impasse between the
74 State of Florida and the Florida Nurses Association regarding
75 Article 24 "On-Call Assignment" shall be resolved by maintaining
76 the status quo under the language of the current collective
77 bargaining agreement.

78 (7) Collective bargaining issues at impasse between the



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79 State of Florida and the Police Benevolent Association, Law
80 Enforcement Unit regarding Article 5 "Employee Representation
81 and PBA Activities" shall be resolved by maintaining the status
82 quo under the language of the current collective bargaining
83 agreement, and Article 18 "Hours of Work, Leave and Job-
84 Connected Disability" shall be resolved pursuant to the state's
85 proposal dated February 12, 2016.

86 (8) Collective bargaining issues at impasse between the
87 State of Florida and the Police Benevolent Association, Florida
88 Highway Patrol Unit regarding Article 5 "Employee Representation
89 and PBA Activities" shall be resolved by maintaining the status
90 quo under the language of the current collective bargaining
91 agreement, and Article 18 "Hours of Work, Leave and Job-
92 Connected Disability" shall be resolved pursuant to the state's
93 proposal dated February 12, 2016.

94 (9) Collective bargaining issues at impasse between the
95 State of Florida and the Police Benevolent Association, Florida
96 Lottery Unit regarding Article 21 "On-Call Assignment, Call
97 Back, Court Appearance" shall be resolved by maintaining the
98 status quo under the language of the current collective
99 bargaining agreement, except that issues at impasse regarding
100 Article 21, Section 3 "Call-Back" shall be resolved by the
101 union's proposal dated October 20, 2015, and Article 23
102 "Uniforms, Equipment and Service Awards" shall be resolved by
103 maintaining the status quo under the language of the current
104 collective bargaining agreement.



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105 (10) Collective bargaining issues at impasse between the
106 State of Florida and the Police Benevolent Association, Special
107 Agent Unit regarding Article 5 "Employee Representation and
108 Association Activities" shall be resolved by maintaining the
109 status quo under the language of the current collective
110 bargaining agreement, and Article 23 "Workday, Workweek and
111 Overtime" shall be resolved pursuant to the state's proposal
112 dated February 12, 2016.

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114 All other mandatory collective bargaining issues at impasse for
115 the 2016-2017 fiscal year which are not addressed by this act or
116 the General Appropriations Act for the 2016-2017 fiscal year
117 shall be resolved in accordance with the personnel rules in
118 effect on March 1, 2016, and by otherwise maintaining the status
119 quo under the language of the applicable current collective
120 bargaining agreement.