

1 A bill to be entitled
 2 An act relating to dues and uniform assessments;
 3 amending s. 447.301, F.S.; requiring specified
 4 information be provided in an employee organization
 5 authorization form; prohibiting certain information on
 6 a revocation form; amending s. 447.303, F.S.; revising
 7 when certain deductions commence; providing for the
 8 termination of the authorization for the deduction of
 9 dues upon a specified period or event; reenacting s.
 10 110.114(3), F.S., relating to employee wage
 11 deductions, to incorporate the amendments made by the
 12 act; providing an effective date.

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

15
 16 Section 1. Subsection (1) of section 447.301, Florida
 17 Statutes, is amended to read:

18 447.301 Public employees' rights; organization and
 19 representation.—

20 (1) (a) Public employees ~~shall~~ have the right to form,
 21 join, and participate in, or to refrain from forming, joining,
 22 or participating in, any employee organization of their own
 23 choosing.

24 (b)1. An employee who desires to join an employee
 25 organization must sign a membership authorization form with the

26 | bargaining agent. The membership form must contain the following
 27 | acknowledgment in bold letters and in at least a 14-point type:

28 |
 29 | I acknowledge and understand that Florida is a right
 30 | to work state and union membership is not required as
 31 | a condition of employment. I understand that union
 32 | membership and payment of union dues and assessments
 33 | is voluntary and that I may not be discriminated
 34 | against in any manner if I refuse to join or
 35 | financially support a union.

36 |
 37 | 2. An employee organization must revoke an employee's
 38 | membership upon receipt of his or her written request for
 39 | revocation, except as provided in s. 447.303. If an employee
 40 | must complete a form to request revocation from the employee
 41 | organization, the form may not require a reason for the
 42 | employee's decision to revoke his or her membership.

43 | Section 2. Section 447.303, Florida Statutes, is amended
 44 | to read:

45 | 447.303 Dues; deduction and collection.—An ~~Any~~ employee
 46 | organization that ~~which~~ has been certified as a bargaining agent
 47 | has ~~shall have~~ the right to have its dues and uniform
 48 | assessments deducted and collected by the employer from the
 49 | salaries of those employees who authorize the deduction of said
 50 | dues and uniform assessments. However, such authorization is

51 | revocable at the employee's request upon 30 days' written notice
 52 | to the employer and employee organization. Said deductions shall
 53 | commence when the employer receives a signed authorization form
 54 | from the bargaining agent and is able to confirm with the
 55 | employee, electronically or by other means, that he or she
 56 | authorized the deduction of dues and uniform assessments ~~upon~~
 57 | ~~the bargaining agent's written request to the employer.~~

58 | Reasonable costs to the employer of said deductions is ~~shall be~~
 59 | a proper subject of collective bargaining. Such right to
 60 | deduction, unless revoked under ~~pursuant to~~ s. 447.507, is ~~shall~~
 61 | ~~be~~ in force until the certified bargaining agent ratifies a new
 62 | collective bargaining agreement with the public employer or for
 63 | 3 years after the date the deduction begins, whichever is
 64 | earlier, so long as the employee organization remains the
 65 | certified bargaining agent for the employees in the unit. The
 66 | public employer is expressly prohibited from any involvement in
 67 | the collection of fines, penalties, or special assessments.

68 | Section 3. For the purpose of incorporating the amendment
 69 | made by this act to section 447.303, Florida Statutes, in a
 70 | reference thereto, subsection (3) of section 110.114, Florida
 71 | Statutes, is reenacted to read:

72 | 110.114 Employee wage deductions.—

73 | (3) Notwithstanding the provisions of subsections (1) and
 74 | (2), the deduction of an employee's membership dues deductions
 75 | as defined in s. 447.203(15) for an employee organization as

76 | defined in s. 447.203(11) shall be authorized or permitted only
77 | for an organization that has been certified as the exclusive
78 | bargaining agent pursuant to chapter 447 for a unit of state
79 | employees in which the employee is included. Such deductions
80 | shall be subject to the provisions of s. 447.303.

81 | Section 4. This act shall take effect upon becoming a law.