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

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

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

447.301 Public employees' rights; organization and
representation.—

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

(b)1. An employee who desires to join an employee
organization must sign a membership authorization form with the
bargaining agent. The membership form must contain the following acknowledgment in bold letters and in at least a 14-point type:

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

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

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

447.303 Dues; deduction and collection. An employee organization that has been certified as a bargaining agent has the right to have its dues and uniform assessments deducted and collected by the employer from the salaries of those employees who authorize the deduction of said dues and uniform assessments. However, such authorization is
revocable at the employee's request upon 30 days' written notice to the employer and employee organization. Said deductions shall commence when the employer receives a signed authorization form from the bargaining agent and is able to confirm with the employee, electronically or by other means, that he or she authorized the deduction of dues and uniform assessments upon the bargaining agent's written request to the employer. Reasonable costs to the employer of said deductions shall be a proper subject of collective bargaining. Such right to deduction, unless revoked under pursuant to s. 447.507, shall be in force until the certified bargaining agent ratifies a new collective bargaining agreement with the public employer or for 3 years after the date the deduction begins, whichever is earlier, so long as the employee organization remains the certified bargaining agent for the employees in the unit. The public employer is expressly prohibited from any involvement in the collection of fines, penalties, or special assessments.

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

110.114 Employee wage deductions.—

(3) Notwithstanding the provisions of subsections (1) and (2), the deduction of an employee's membership dues deductions as defined in s. 447.203(15) for an employee organization as
defined in s. 447.203(11) shall be authorized or permitted only for an organization that has been certified as the exclusive bargaining agent pursuant to chapter 447 for a unit of state employees in which the employee is included. Such deductions shall be subject to the provisions of s. 447.303.

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