

## HOUSE OF REPRESENTATIVES STAFF FINAL BILL ANALYSIS

**BILL #:** HB 5005 PCB APC 20-03 Collective Bargaining

**SPONSOR(S):** Appropriations Committee, Cummings

**TIED BILLS:** **IDEN./SIM. BILLS:**

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**FINAL HOUSE FLOOR ACTION:** 118 Y's 0 N's **GOVERNOR'S ACTION:** Approved

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### SUMMARY ANALYSIS

House Bill 5005 passed both chambers on March 19, 2020.

Chapter 447, F.S., specifies the process for collective bargaining for public employees. The bargaining agent and the negotiator for the state must bargain collectively in the determination of the wages, hours, and terms and conditions of employment of the employees within the bargaining unit. Upon the issuance of the Governor's Budget Recommendations, any articles that have not been agreed to are declared at impasse. It is the Legislature's responsibility to resolve all of the issues at impasse between the parties in the General Appropriations Act or substantive legislation. Ultimately, the decisions made by the Legislature, as well as those agreed to by the parties, are reduced to writing, signed by the chief executive officer of the state and the bargaining agent for the union, and are submitted to members of the bargaining unit for ratification. If the agreement is not ratified by all parties, the actions taken by the Legislature shall take effect for the remainder of the first fiscal year subject to negotiations.

The bill directs the resolution of collective bargaining issues at impasse not relating to salary and benefit issues for the 2020-2021 fiscal year regarding state employees. Salary and benefit issues were resolved by the spending decisions included in the Fiscal Year 2020-2021 General Appropriations Act (GAA).

Generally, most issues are resolved by the state and unions and do not require legislative action. For the 2020-2021 fiscal year, 287 of 324 articles were resolved by agreement in negotiations between the state and unions. There were 37 articles remaining at impasse; 11 of these articles were economic in nature and were resolved in the GAA. The remaining 26 articles were resolved in this bill.

The bill was approved by the Governor on June 29, 2020, ch. 2020-115, L.O.F., and became effective on July 1, 2020.

## I. SUBSTANTIVE INFORMATION

### A. EFFECT OF CHANGES:

*Background:*

Chapter 447, F.S., specifies the process for collective bargaining for public employees. The bargaining agent and the negotiator for the state must bargain collectively in the determination of the wages, hours, and terms and conditions of employment of the employees within the bargaining unit. Any collective bargaining agreement reached must be reduced to writing, signed by the chief executive officer for the state and the bargaining agent for the union, and submitted to the members of the bargaining unit for ratification.

Typically, at the state level, an agreement is not reached on all issues. In that instance, and pursuant to s. 216.163(6), F.S., an impasse is declared on all unresolved issues when the Governor’s Budget Recommendations are released. Within five days of the start of the impasse period, each party is required to notify the presiding officers of the Legislature of the unresolved issues. A joint select committee of members of the Florida House of Representatives and the Senate is appointed to provide a public hearing to take testimony regarding the issues remaining at impasse. During the session, the Legislature shall take action to resolve all issues remaining at impasse. Any actions taken by the Legislature are binding on the parties.

Following the resolution of the impasse issues, the parties are required to reduce to writing an agreement that includes those issues agreed to by the parties as well as those issues resolved by the Legislature. As noted above, the agreement must be signed by the chief executive officer and the bargaining agent and presented to the members of the bargaining unit for ratification.

If the members ratify the agreement, all the provisions of the agreement take effect. If the members do not ratify the agreement, the issues resolved by the Legislature take effect for the next fiscal year which was the subject of the negotiations.

*Provisions of the bill:*

Generally, most issues are resolved by the state and unions and do not require legislative action. For the 2020-2021 fiscal year, 287 of 324 articles were resolved by agreement in negotiations between the state and unions. There were 37 articles remaining at impasse; 11 of these articles were economic in nature and were resolved in the GAA. The remaining 26 articles were resolved in this bill as illustrated in the following table:

Article	State’s Last Proposal	Union’s Last Proposal	Resolution
<b>Florida State Fire Service Association - Fire Service Unit (22 Articles agreed to, 5 Non-Economic Articles at Impasse)</b>			
16-Seniority (currently vacant; new article title)	<u>State Proposal of February 13, 2020:</u> Defines seniority as continuous break in the broadband level; provided that an employee shall forfeit seniority status in the event the employee is separated from the agency for a period of 31 or more calendar days.	<u>Union Proposal of October 21, 2019</u>  -Defines seniority as continuous break in the broadband level; provided that a break in service occurs when the employee separates and is not on any State Personnel System payroll for at least 31 days.	State

Article	State's Last Proposal	Union's Last Proposal	Resolution
		<p>-Requires that except under extraordinary circumstances, vacations and regular days off shall be scheduled with due regard for the needs of the agency, seniority, and employee preference.</p> <p>-Provides that when practicable requests for leave of 40 contiguous hours or more or for holidays shall be requested at least 60 days in advance; however the agency is not precluded from making reasonable accommodations for extraordinary leave requests or the fair distribution of leave during favored holidays.</p> <p>Provides for step plans for each job class.</p>	
18-Leaves of Absence	<u>State Proposal of December 19, 2019:</u> Status Quo	<u>Union Proposal of January 31, 2020:</u> Provides that all employees in the unit shall be provided "bereavement" leave of one full shift to allow for adequate means to attend and handle affairs that may be needed.	Status Quo.
24 - On-Call Assignment, Call-Back and Residency	<u>State Proposal of December 19, 2019:</u> Status Quo.	<u>Union Proposal of October 21, 2019:</u> Increase the On-Call Additive from \$1 to \$2 per hour.	Status Quo.
26-Uniforms, Equipment & Awards  New Article Title)	<p><u>State Proposal of February 13, 2020:</u></p> <p>Adds language indicating that equipment required as part of the employee's job duties will be provided by the agency for use at no cost to the employee. Adds paramedic pins to list of pins employees will be permitted to wear.</p> <p>Provides that state may award plaques, certificates, pins or other tokens of recognition to employees who demonstrate satisfactory service to the state in appreciation and recognition of such service. The costs of such tokens of</p>	<p><u>Union Proposal of February 26, 2020:</u></p> <p>Provides that the agency's uniform policy must maintain increases in costs not passed on to the employee.</p> <p>Requires that equipment required as part of the employees job duties and has been provided as part of the facilities construction or operation for the maintenance of safety equipment utilized by the employees shall be repaired or replaced when the equipment is found to be inoperable and will be provided by the agency for use at no cost to the employee.</p>	State

Article	State's Last Proposal	Union's Last Proposal	Resolution
	recognition may not exceed \$100.	<p>Provides that shield or star style badges shall be provided to employees for identification during times of service and emergency operations.</p> <p>Provides that all non-uniformed employees shall receive a clothing allowance in the amount of \$500 instead of \$250.</p> <p>Agrees with State's proposal regarding the awarding of plaques, certificates, pins or other tokens of appreciation not to exceed \$100.</p> <p>Provides that when an employee retires, including medical disability retirement, the employee shall be presented his badge and an identification card clearly marked "retired".</p>	
<p>29-Health and Welfare</p> <p>(New Article Title; State &amp; Union agree).</p>	<p><u>State Proposal of February 13, 2020:</u> Requires that Florida Forest Service provide each of its employees the opportunity to receive a comprehensive medical review at least once every twenty-four months, at no cost to the employee.</p>	<p><u>Union Proposal of February 26, 2020:</u> Requires the state to guarantee that each employee is provided the opportunity to receive a comprehensive medical review (NFPA 1582 current adopted standard) at least once every 24 months at no cost to employee.</p> <p>Requires training to be provided to each employee for the purpose of familiarization and preventative measures to be taken to limit the exposures. Requires decontamination procedures to be established and utilized and requires contaminated to be properly cleaned.</p>	State
<p><b>AFSCME Florida Council 79 (21 Articles agreed to, 3 Non-Economic Articles at Impasse)</b></p>			
1- Recognition	<p><u>State Proposal of November 8, 2019:</u> Deletes obsolete language, and proposes that when the state exercises a management right recognized in the contract, the union retains the right to bargain over impacts on the terms and conditions of employment identified by the union. (Union accepts.)</p>	<p><u>Union Proposal of January 7, 2020:</u> Relocates and revises text on "Impact Bargaining" to state that when the state exercises a management right recognized by this Contract, the Union retains the right to bargain over the impact of any proposed changes.</p> <p>Provides that if an OPS</p>	State

Article	State's Last Proposal	Union's Last Proposal	Resolution
	Relocates and revises text on "Impact Bargaining" to reflect the Union retains the right to bargain over impacts "on terms and conditions of employment, as identified by the Union, resulting from the exercise of such right."	employee is employed for two years or more performing bargaining unit work, that the employee will be converted to a career service employee and a member of the bargaining unit.	
5-Union Activities and Employee Representation	<p><u>State Proposal of January 16, 2020:</u></p> <ul style="list-style-type: none"> <li>- At Union's request of an agency at least 4 days prior to visit to an agency's premises during work hours, agency must confirm whether space is available. If appropriate space is unavailable, an agency is to provide alternative dates space is available. An agency must notify employees by email of the date, time and location of the union's visit.</li> <li>- Allows employees paid administrative leave on a Negotiations Committee on a regular workday (not exceeding the scheduled workday hours) for: <ul style="list-style-type: none"> <li>(1) Attendance at negotiations;</li> <li>(2) Travel time to and from negotiations on a workday before or after negotiations; and</li> <li>(3) Preparatory meetings prior to a negotiation. Up to 8 hours of paid administrative leave is allowed for such meeting(s) on notice to DMS and to employing agencies. That leave does not count as hours worked for compensatory leave or overtime. Reimbursement is not allowed for associated travel, meals, lodging, or any other expenses.</li> </ul> </li> <li>- Provides procedures for contract ratification voting, including notices to agencies,</li> </ul>	<p><u>Union Proposal of January 7, 2020:</u></p> <ul style="list-style-type: none"> <li>-At Union's request of an agency at least 4 days prior to visit to the agency's premises during business hours, agency must confirm to the Union the space is available. If appropriate space is unavailable, agency is to provide dates the space will be available; the agency must notify its employees by email of the date, time and location of the union's visit.</li> <li>-Allows paid administrative leave for employees on a Negotiations Committee during the regular workday (not exceeding the scheduled workday hours) for: <ul style="list-style-type: none"> <li>(1) Attendance at negotiations;</li> <li>(2) Reasonable travel time to and from negotiations on a workday immediately before or after negotiations; and</li> <li>(3) One or more preparatory meetings prior to a scheduled negotiation.</li> </ul> </li> <li>-Provides procedures for contract ratification voting, including notices to agencies, emails to agency employees and for paid administrative leave to conduct contract ratification voting.</li> <li>-Requires union to be provided with access and a table at any health or benefit fairs organized or sponsored by the employers for employees.</li> <li>-Requires union representatives be able to speak at new employee orientation or</li> </ul>	State

Article	State's Last Proposal	Union's Last Proposal	Resolution
	emails to agency employees and for paid administrative leave for 2 union representatives to conduct contract ratification voting.	otherwise be given an opportunity to speak to new employees.  -Requires employers to provide 8 hours per workweek to local union presidents to be off from their regularly assigned duties to be used for labor consultations and other employee/management disputes.	
8-Workforce Reduction	<u>State Proposal of November 18, 2019:</u> Status Quo	<u>Union Proposal of October 3, 2019:</u> Replaces current text giving an employee facing a layoff the opportunity for a first interview with any agency with text to require that an employee has the right to a position with any agency for a vacancy for which the employee has applied and is qualified.  Provides that if two or more employees have equal comparative merit, demonstrated skills and experience the employee with the longest length of service shall be offered the position.	Status Quo
<b>Police Benevolent Association (PBA):</b>			
<b>Law Enforcement Unit (27 Articles agreed to, 6 Non-Economic Articles at Impasse)</b>			
7-Internal Investigations	<u>State Proposal of January 22, 2020:</u> Includes text from union proposal to increase the time a subject of investigation and union representative would have to review statements and recordings from at least 1 hours to at least 2 hours, prior to the employee interview.	<u>Union Proposal of October 8, 2019:</u> Requires that: employees be notified of any allegations; false allegations made against an employee be reviewed to determine if criminal prosecution against the complainant is warranted. Prohibits state from discouraging employees from seeking their own legal remedy against person who is found to have made a false complaint.  Authorizes an employee who is subject of investigation and union representative to review statements and recordings at least 2 hours (rather than 1 hour), prior to the employee interview.	State

Article	State's Last Proposal	Union's Last Proposal	Resolution
		<p>Requires agency to provide written documentation disclosing basis for placing employee on administrative leave during investigation.</p> <p>Requires approval from union representative and agency head for internal investigation which goes beyond 120 days. Requires all interviews, discussions, and disciplinary hearings to be recorded for specified time. Requires interrogations of employee to be conducted by a full-time law enforcement officer and not by a contracted employee or a retired officer.</p> <p>Provides that if a bargaining unit member has a promotional opportunity delayed due to an ongoing departmental investigation, and the employee is later cleared, the employee shall be retroactively promoted.</p> <p>Provides that it shall be the policy of the state and the union to encourage informal discussions of complaints between management and employees as well as between supervisors and employees.</p>	
10 - Disciplinary Actions	<p><u>State Proposal of November 14, 2019:</u> Additional text which states that, "The relevance of prior reprimands in the consideration of subsequent discipline shall be determined by the nature and seriousness of the prior offense and the time that has elapsed since the offense". Proposes that remainder of article language remains status quo.</p>	<p>The Union proposes to add language which requires that any documentation of minor work deficiencies that is not official discipline, shall be clearly marked as "not considered official discipline" or "not to be used as a reflection of official discipline".</p> <p>The Union also proposes that letters of counseling or counseling notices and any other form of documentation of minor work deficiencies or conduct that is not discipline shall be deemed void after 2-years from the date of issuance or creation and shall be removed from the employee's</p>	State

Article	State's Last Proposal	Union's Last Proposal	Resolution
18 - Hours of Work, Leave and Job-Connected Disability	<p><u>State Proposal of January 22, 2020:</u> Removes current language which provides that employees may not be required to volunteer time to the state and provides that if records of voluntary time are kept, they shall not be used to adversely affect performance reviews or promotions.</p> <p>Strikes language relating to past special compensatory leave use that applied prior to the inclusion of the pay-go process and adds language requiring payout of special compensatory leave upon transfer to another collective bargaining unit.</p>	<p>personnel file at the expiration of the 2-year period.</p> <p><u>Union Proposal of October 8, 2019:</u> Increases the number of days required to post a schedule in advance from 14 to 21 calendar days.</p> <p>Requires that the union be included in determining the work period for each full-time employee.</p> <p>Provides that employees shall earn and accrue special compensatory leave credits based upon their individual shift, schedule or actual hours assigned to be on duty.</p> <p>Includes accidental to the factors considered for job-connected disability.</p>	State
19-Personal Property- Replacement and/or Reimbursement	<p><u>State Proposal of January 22, 2020:</u> Status Quo</p>	<p><u>Union Proposal of October 8, 2019:</u> Includes smart watches and cellphones in list of reimbursable items; increases authorize reimbursement amounts for watch (including smart watch) from \$75 to \$500, provides for cell phone reimbursement of \$500 and increases total allowable reimbursement per incident from \$500 to \$3,000.</p>	Status Quo
23-Equipment	<p><u>State Proposal of January 22, 2020:</u> Status Quo</p>	<p><u>Union Proposal of October 8, 2019:</u> New language provides that each agency shall make reasonable effort to ensure purchased equipment will not place employees' health or safety at risk, and that purchased equipment will be adequately maintained.</p>	Status Quo
24-On-Call Assignment - Call-Back-Court Appearance	<p><u>State Proposal of January 22, 2020:</u> Status Quo</p>	<p><u>Union Proposal of October 8, 2019:</u> Modifies section 4 relating to court appearances to provide that if an employee is subpoenaed to appear as a witness in a job related case not during the employee's regularly assigned shift, the employee shall be credited for actual time</p>	Status Quo



Article	State's Last Proposal	Union's Last Proposal	Resolution
		worked or a minimum of 4 hours rather than 2.5 hours.	
<b>PBA - Florida Highway Patrol Unit (30 Articles Agreed to, 3 Non-Economic Articles at Impasse)</b>			
7-Internal Investigations	<p><u>State Proposal of December 19, 2019:</u> Includes text from union proposal to increase the time a subject of investigation and union representative would have to review statements and recordings from at least 1 hours to at least 2 hours, prior to the employee interview.</p>	<p><u>Union Proposal of November 4, 2019:</u> Requires that employee be notified of any allegations. Requires that false allegations made against an employee be reviewed to determine if criminal prosecution against the complainant is warranted. Prohibits state from discouraging employees from seeking their own legal remedy against person who is found to have made a false complaint.</p> <p>Authorizes an employee who is subject of investigation and union representative to review statements and recordings at least 2 hours (rather than 1 hour), prior to the employee interview.</p> <p>Requires agency to provide written documentation disclosing basis for placing employee on administrative leave during investigation. Prohibits employee from being placed on administrative leave during administrative investigation unless it will affect his or her ability to perform their job duties. Prohibits unfounded findings from being included in employee's personnel file or in performance reviews.</p> <p>Requires approval from union representative and agency head for internal investigation which goes beyond 120 days. Requires all interviews, discussions, and disciplinary hearings to be recorded for specified time. Requires interrogations of employee to be conducted by a full-time law enforcement officer</p>	State

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		<p>and not by a contracted employee or a retired officer.</p> <p>Provides that if a bargaining unit member has a promotional opportunity delayed due to an ongoing departmental investigation, and the employee is later cleared, the employee shall be retroactively promoted.</p> <p>Provides that it shall be the policy of the state and the union to encourage informal discussions of complaints between management and employees as well as between supervisors and employees.</p> <p><u>Union Proposal of January 6, 2020:</u> Modifies language from earlier proposal relating to false allegations against employee to clarify that it relates to false <i>criminal</i> allegations.</p>	
<p>18 - Hours of Work, Leave and Job-Connected Disability</p>	<p><u>State Proposal of November 22, 2019:</u></p> <p>Removes current language which provides that employees may not be required to volunteer time to the state and provides that if records of voluntary time are kept, they shall not be used to adversely affect performance reviews or promotions.</p> <p>Revises language related to working emergency situations and pay upon returning to normal assignments. Prohibits the department from compelling an employee's use of leave in an attempt to offset overtime earned while assigned to the emergency area or mission related to the emergency, unless the employee has worked 13 consecutive days. Leave use may be compelled after 13 consecutive days by requiring one regular day off upon</p>	<p><u>Union Proposal of November 4, 2019:</u></p> <p>Provides that employees shall not be forced to adjust their time with regard to Fair Labor Standards Act (FLSA) time or payment when they work hours beyond their normal schedule. Deletes current text language allowing the state to adjust an employee's schedule to offset work hours beyond their normal schedule provided certain notice requirements are met.</p> <p>Increases the number of days that the agency must provide notice of a change in workdays or shifts from 14 to 21 calendar days.</p> <p>Provides that both the agency and the Union shall determine the number of hours in the work period (40, 80, or 160 hours).</p> <p>Provides that employees who are accidentally injured on the job (presently the provision only</p>	<p>State</p>

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	<p>employee's return to normal assignment and scheduling.</p> <p>Strikes language relating to past special compensatory leave use, prior to pay-go process. State proposal also adds language requiring payout of special compensatory leave upon transfer to another collective bargaining unit.</p>	<p>covers employees who are maliciously or intentionally injured) also be carried in full-pay status (admin leave) for the duration of the disability and not be required to use accrued leave.</p>	
<p>24-On-Call Assignment-Call-Back-Court Appearance</p>	<p><u>State Proposal of January 22, 2020</u>: Status Quo</p>	<p><u>Union Proposal of January 22, 2020</u>: Provides that if an employee is subpoenaed to appear as a witness in a job related case outside the employee's regularly assigned shift, the employee shall be credited for actual time worked or a minimum of 3.5 hours rather than 2.5 hours whichever is greater.</p>	<p>Status Quo</p>
<p><b>PBA - Special Agent (29 Articles agreed to, 4 Non-Economic Articles at Impasse)</b></p>			
<p>9-Reassignment, Lateral Action, Transfer and Change in Duty Station</p>	<p><u>State Proposal of January 13, 2020</u>: Specifies that start date of employee's 24 month minimum service obligation begins on the employee's hire date as a special agent.</p> <p>Deletes current contract text requiring an employee complete 24 months service at their initial duty station before and transfer or change of duty station.</p>	<p><u>Union Proposal dated February 20, 2020 (received February 26, 2020)</u>: Specifies that start date of employee's 24 month minimum service obligation begins from the employee's hire date as a sworn, law enforcement officer.</p> <p>Deletes current contract text requiring an employee complete 24 months service at their initial duty station before and transfer or change of duty station.</p> <p>Provides that an employee who has completed the 24 month minimum initial service obligation may apply for a lateral action, transfer or change in duty station.</p>	<p>State</p>

Article	State's Last Proposal	Union's Last Proposal	Resolution
21-Compensation for Temporary Special Duty in Higher Level Position	<u>State Proposal of December 20, 2019: Status Quo</u>	<u>Union Proposal dated February 20, 2020 (received February 26, 2020):</u> Requires an employee to document, in an agency designated tracking system, all hours they are required to act in an established position in a higher broadband level than the employee's current broadband level.	Status Quo
24-On-Call, Call-Back and Court Appearances	<u>State Proposal of January 13, 2020: Status Quo</u>	<u>Union Proposal dated February 20, 2020 (received February 26, 2020):</u>  Adds a definition of call-back that includes any period of time an employee is requested to perform, or called upon for, law enforcement related work. These duties can include any time the employee is tasked with or initiates any action as a law enforcement officer as per the direction of the supervisor (e.g., like a phone call seeking an answer to a question).  Provides that if an employee is subpoenaed to appear as a witness in a job related case outside the employee's work hours, the employee shall be credited for actual time worked or a minimum of 4 hours rather than 2.5 hours.	Status Quo
26-Equipment and Service Awards	<u>State Proposal of March 2, 2020: Modifies current language requiring upon retirement an employee be presented with their badge, service revolver or pistol, and an identification card clearly marked "retired" by adding the stipulation that an employee retire "in good standing", and the employee has a minimum of 10 years as a sworn law enforcement officer for the State of Florida including a minimum of 5 year at FDLE.</u>	<u>Union Proposal of February 26, 2020: Requires agency to provide ballistic helmets to employees.</u>  Provides that when an employee retires in good standing with substantial service with a minimum of 10 years of service with an agency within the State of Florida and at least 5 years of uninterrupted service at the agency, the employee shall be presented with the items.	State
<b>PBA - Security Services Unit (28 Articles agreed to, 3 Non-Economic Articles at Impasse)</b>			

Article	State's Last Proposal	Union's Last Proposal	Resolution
7-Discipline and Discharge	<p><u>Union Proposal of January 21, 2020</u>: Accepts union proposal to reword language to conform to union organizational structure.</p>	<p><u>Union Proposal of March 2, 2020</u>: Provides that counseling memorandum may only be used within 12 months of the date of the counseling by the state at an administrative hearing to demonstrate the employee was on notice of the performance deficiencies or conduct concerns.</p> <p>Rewords language to conform to union organizational structure.</p>	Status Quo, except that Section 7 of this Article shall be resolved pursuant to the Union Proposal of March 2, 2020.
23-Hours of Work/Overtime	<p><u>State Proposal of February 20, 2020</u>: Deletes current text relating to:</p> <ul style="list-style-type: none"> <li>- A normal workday being 8, 10 or 12 hours; instead references section 110.219, F.S.</li> <li>- The state making a good faith effort to approve specific leave requests and that failure to approve requests is not grievable.</li> </ul> <p>Streamlines current text on: 1) Employee scheduling; 2) Management of overtime staffing assignments; 3) Approval of annual leave; shift changes; and working extended workdays.</p> <p>Deletes reference to proposed amendments to FDC procedures during FY 19-20. and current text stating that employees are not be required to volunteer time to the state.</p> <p>Modifies special comp leave "Pay As You Go" pilot as to special comp leave accrued during that period. Clarifies payout provisions as to separation, transfer to another agency or pay plan, and/or transfer to another collective bargaining unit.</p> <p>Aligns Compulsory Disability Leave provision with state personnel system terminology.</p>	<p><u>Union Proposal of February 28</u>: Proposes language that opens entire article to arbitration. Provides that 8 hour, 10 hour and 12 hour workdays are the hours of work for employees within the collective bargaining unit.</p> <p>Provides that changes in work schedules are all mandatory subjects of collective bargaining and any proposed changes to the section must be negotiated with the union.</p>	State

Article	State's Last Proposal	Union's Last Proposal	Resolution
26-Uniform and Insignia	<u>State Proposal of November 22, 2019</u> : Status Quo	<u>Union Proposal of January 21, 2020</u> : Adds reference to Department of Corrections procedure 602.043 as well as the statement that any changes to this procedure requires negotiations with the PBA.  Provides that employees who wish to wear polo shirts between July 2020 to June 2021 must purchase the shirts from Department-approved vendors; effective July 1, 2021, the Department will issue all uniformed bargaining unit members two 2 polo shirts at cost to the Department.	Status Quo
<b>Florida Nurses Association - Professional Health Care Unit (28 Article Agreed to; 2 Non-Economic Articles at Impasse)</b>			
23 - Hours of Work/Compensatory Time	<u>State's Proposal of January 10, 2020</u> : Provides that upon separation, transfer to another agency or transfer to another pay plan, an employee shall be paid for unused special compensatory leave credits earned prior to October 9, 2012 and special compensatory leave credits earned on or after November 1, 2019 that have not yet been paid.  Provides that when an employee transfers to another career service collective bargaining unit within the agency, the agency shall pay the employee for unused special compensatory leave earned on or after November 1, 2019.	<u>Union's proposal of November 9, 2019</u> : Provides additional compensation for work during emergency conditions and holidays beyond the current provisions providing for ongoing payment for special compensatory leave.  Provides that the Department of Health unit employees shall be considered as included employees for the purpose of overtime compensation for the duration of a declared emergency or disaster.	State
26 - Differential Pay	<u>State Proposal of January 13, 2020</u> : Status Quo	<u>Union Proposal of November 19, 2019</u> : Increase shift differential from \$1 to \$2 per hour. An amount greater than \$2 per hour may be paid if approved by Secretary of Department of Management Services.	Status Quo

## II. FISCAL ANALYSIS & ECONOMIC IMPACT STATEMENT

### A. FISCAL IMPACT ON STATE GOVERNMENT:

1. Revenues: None.
2. Expenditures: None.

### B. FISCAL IMPACT ON LOCAL GOVERNMENTS:

1. Revenues: None.
2. Expenditures: None.

### C. DIRECT ECONOMIC IMPACT ON PRIVATE SECTOR: None.

### D. FISCAL COMMENTS: None.