

By Senator Brandes

24-00723B-20

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1                                   A bill to be entitled  
2       An act relating to employee organization dues and  
3       uniform assessments; amending s. 447.303, F.S.;  
4       revising the requirements for an employee to authorize  
5       the deduction and collection of dues and uniform  
6       assessments by an employer; revising when such  
7       deductions commence; providing requirements for forms  
8       that authorize such deductions; reenacting s.  
9       110.114(3), F.S., relating to employee wage  
10      deductions; providing an effective date.

11  
12 Be It Enacted by the Legislature of the State of Florida:

13  
14       Section 1. Section 447.303, Florida Statutes, is amended to  
15      read:

16       447.303 Dues; deduction and collection.—

17       (1) An Any employee organization that which has been  
18      certified as a bargaining agent has ~~shall have~~ the right to have  
19      its dues and uniform assessments deducted and collected by the  
20      employer from the salaries of those employees who authorize the  
21      deduction of said dues and uniform assessments. The  
22      authorization must be on a form prescribed by the department,  
23      meet the requirements under subsection (2), be renewed on an  
24      annual basis, and ~~However, such authorization~~ is revocable at  
25      the employee's request upon 30 days' written notice to the  
26      employer and employee organization. Said deductions shall  
27      commence when the employer receives the signed authorization  
28      form from the bargaining agent and is able to confirm with the  
29      employee, electronically or by other means, that he or she

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30 authorized the deduction of dues and uniform assessments ~~upon~~  
31 ~~the bargaining agent's written request to the employer.~~  
32 Reasonable costs to the employer of said deductions are ~~shall be~~  
33 a proper subject of collective bargaining. Such right to  
34 deduction, unless revoked under ~~pursuant to~~ s. 447.507, is ~~shall~~  
35 ~~be~~ in force as ~~for so~~ long as the employee organization remains  
36 the certified bargaining agent for the employees in the unit.  
37 The public employer is expressly prohibited from any involvement  
38 in the collection of fines, penalties, or special assessments.

39 (2) The form required under subsection (1) must be signed  
40 by the employee and contain the following acknowledgment in bold  
41 letters and in at least a 14-point type:

42  
43 I acknowledge and understand that I have a First  
44 Amendment right, as recognized by the United States  
45 Supreme Court, to refuse to join or financially  
46 support a union, that union membership and payment of  
47 union dues and uniform assessments are voluntary, and  
48 that I may not be discriminated against in any manner  
49 should I refuse to join or financially support a  
50 union.

51 Section 2. For the purpose of incorporating the amendment  
52 made by this act to section 447.303, Florida Statutes, in a  
53 reference thereto, subsection (3) of section 110.114, Florida  
54 Statutes, is reenacted to read:

55 110.114 Employee wage deductions.—

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

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

64 Section 3. This act shall take effect July 1, 2020.