

1 A bill to be entitled
2 An act relating to employee organizations; amending s.
3 1012.2315, F.S.; requiring employee organizations that
4 have been certified as the bargaining agent for a unit
5 of educational support employees to include specified
6 information in applications for renewal of
7 registration; revising the information that employee
8 organizations that have been certified as the
9 bargaining agent for a unit of instructional personnel
10 or educational support employees must report in
11 applications for renewal of registration; requiring an
12 employee organization whose full dues-paying
13 membership as of a specified date is less than 50
14 percent of eligible employees to petition the Public
15 Employees Relations Commission for recertification;
16 authorizing the commission to conduct an investigation
17 to confirm the validity of certain information;
18 requiring the commission to adopt rules; requiring
19 instructional personnel and educational support
20 employees who are represented by an employee
21 organization and have union dues and uniform
22 assessments deducted from their salaries to submit a
23 specified form to school districts by a certain date
24 and biennially thereafter; requiring instructional
25 personnel and educational support employees who first

26 request to have uniform dues and uniform assessments
27 deducted from their salaries after a certain date to
28 submit a specified form to school districts within a
29 specified timeframe and biennially thereafter;
30 providing acknowledgment language for such form;
31 prohibiting district school boards from deducting
32 union dues or uniform assessments from the salaries of
33 instructional personnel or educational support
34 employees who fail to timely submit the form;
35 requiring school districts to confirm directly with a
36 form signatory that he or she has authorized
37 deductions for union dues and uniform assessments from
38 his or her salary and to wait for confirmation before
39 making any deduction; requiring school districts,
40 subject to certain rules, to adopt policies; providing
41 an effective date.

42
43 Be It Enacted by the Legislature of the State of Florida:

44
45 Section 1. Paragraph (c) of subsection (4) of section
46 1012.2315, Florida Statutes, is amended, and paragraph (d) is
47 added to that subsection, to read:

48 1012.2315 Assignment of teachers.—

49 (4) COLLECTIVE BARGAINING.—

50 (c)1. In addition to the provisions under s. 447.305(2),

51 an employee organization that has been certified as the
52 bargaining agent for a unit of instructional personnel as
53 defined in s. 1012.01(2) or educational support employees as
54 defined in s. 1012.01(6) must include for each such certified
55 bargaining unit the following information in its application for
56 renewal of registration:

57 a. The number of employees in the bargaining unit who are
58 eligible for representation by the employee organization as of
59 December 31 of that renewal period.

60 b. The number of employees who are represented by the
61 employee organization as of December 31 of that renewal period,
62 specifying the number of members who pay full dues and the
63 number of members who do not pay full dues.

64 2. Notwithstanding the provisions of chapter 447 relating
65 to collective bargaining, an employee organization whose full
66 dues-paying ~~dues-paying~~ membership as of December 31 of that
67 renewal period is less than 50 percent of the employees eligible
68 for representation in the unit, as identified in subparagraph
69 1., must petition the Public Employees Relations Commission
70 pursuant to s. 447.307(2) and (3) for recertification as the
71 exclusive representative of all employees in the unit within 1
72 month after the date on which the organization applies for
73 renewal of registration pursuant to s. 447.305(2). The
74 certification of an employee organization that does not comply
75 with this paragraph is revoked.

76 3. The commission may conduct an investigation to confirm
77 the validity of any information submitted pursuant to this
78 paragraph.

79 4. The commission shall adopt rules to carry out this
80 paragraph.

81 (d)1. By August 1, 2021, and on a biennial basis
82 thereafter, instructional personnel and educational support
83 employees who are represented by an employee organization and
84 have union dues and uniform assessments deducted from their
85 salaries must sign and submit a form to the school district
86 acknowledging that Florida is a right-to-work state.
87 Instructional personnel and educational support employees who
88 are represented by an employee organization who first request to
89 have union dues and uniform assessments deducted from their
90 salaries after August 1, 2021, must sign and submit the form to
91 the school district within 30 days after making such request and
92 on a biennial basis thereafter. The form must contain the
93 following acknowledgement in at least 14-point boldfaced type:

94
95 I ACKNOWLEDGE AND UNDERSTAND THAT FLORIDA IS A RIGHT-TO-
96 WORK STATE AND UNION MEMBERSHIP IS NOT REQUIRED AS A CONDITION
97 OF EMPLOYMENT. I UNDERSTAND THAT UNION MEMBERSHIP AND PAYMENT OF
98 UNION DUES AND UNIFORM ASSESSMENTS ARE VOLUNTARY AND THAT I MAY
99 NOT BE DISCRIMINATED AGAINST IN ANY MANNER IF I REFUSE TO JOIN
100 OR FINANCIALLY SUPPORT A UNION.

101
102 2. A district school board may not deduct any union dues
103 or uniform assessments from the salaries of any instructional
104 personnel or educational support employees who are represented
105 by an employee organization and who have not timely signed and
106 submitted a form pursuant to this paragraph.

107 3. A school district shall confirm directly with a
108 signatory of the form required by this paragraph that he or she
109 has authorized deductions for union dues or uniform assessments
110 from his or her salary and shall wait for confirmation before
111 making any deduction.

112 4. Subject to the rules of the State Board of Education,
113 each school district shall adopt policies to carry out this
114 paragraph.

115 Section 2. This act shall take effect July 1, 2021.