

CS/HB 995

2026

A bill to be entitled  
An act relating to the Public Employees Relations Commission; amending s. 110.227, F.S.; conforming final order requirements to ch. 120, F.S.; removing a provision requiring exceptions to a recommended order to be filed within a specified timeframe; amending s. 112.0455, F.S.; conforming final order requirements to ch. 120, F.S.; revising the timeframe in which an appeal hearing must be conducted; amending s. 120.80, F.S.; providing applicability; amending s. 295.14, F.S.; conforming final order requirements to ch. 120, F.S.; amending s. 447.203, F.S.; providing and revising definitions; amending s. 447.205, F.S.; revising the seal of the Public Employees Relations Commission; amending s. 447.207, F.S.; providing construction relating to the rulemaking authority of the commission; authorizing subpoenas to be served by certified mail, return receipt requested, or by personal service; revising requirements for proof of service; removing the requirement that the commission adopt rules for the qualifications of persons who may serve as mediators; authorizing the commission, under certain circumstances, to waive the application of any provision of part II of ch. 447, F.S., rather than only specified provisions; amending s. 447.301, F.S.;

26 revising requirements for an employee organization  
27 membership authorization form; requiring an employee  
28 organization, within a specified timeframe, to revoke  
29 the membership of and cease the collection of  
30 membership dues from a public employee; amending s.  
31 447.303, F.S.; authorizing public employees to pay  
32 membership dues directly to an employee organization,  
33 a parent organization of the employee organization,  
34 and any affiliate of such organizations; amending s.  
35 447.305, F.S.; revising application requirements for  
36 employee organization registration and renewal of  
37 registration; requiring an employee organization to  
38 provide an application for renewal of registration to  
39 certain persons within a specified timeframe;  
40 requiring a bargaining agent to provide missing  
41 application information to the commission within a  
42 specified timeframe; requiring the commission to  
43 dismiss an application for renewal of registration  
44 under certain circumstances; requiring the commission  
45 to notify the bargaining agent when such application  
46 information is complete; requiring the bargaining  
47 agent to petition for recertification within a  
48 specified timeframe thereafter; requiring the  
49 commission or one of its designated agents to conduct  
50 an investigation if a challenge to an application for

51 renewal of registration is filed; authorizing a  
52 designated agent of the commission to conduct an  
53 investigation to confirm validity of submitted  
54 information; exempting certain employee organizations  
55 from a specified requirement; requiring a registration  
56 fee for applications for registration and renewal of  
57 registration; requiring certain employee organization  
58 accounts to be open for inspection by the commission  
59 and certain public employees at a reasonable time and  
60 place; providing for the revocation of an employee  
61 organization's certification under certain  
62 circumstances; providing that certain decisions issued  
63 by the commission are final agency actions; amending  
64 s. 447.307, F.S.; revising requirements for the  
65 certification and recertification of an employee  
66 organization; creating s. 447.3076, F.S.; authorizing  
67 a petition to clarify the composition of a bargaining  
68 unit to be filed with the commission under certain  
69 circumstances; requiring a copy of the petition to be  
70 served on certain persons; requiring the public  
71 employer to provide a copy of the petition to certain  
72 affected employees within a specified timeframe;  
73 requiring a petition to be dismissed under certain  
74 circumstances; amending s. 447.308, F.S.; revising  
75 requirements for the decertification of an employee

76 organization; amending s. 447.309, F.S.; removing  
77 provisions relating to conflicts between any  
78 collective bargaining agreement provision and certain  
79 laws, ordinances, rules, or regulations; requiring  
80 certain agreements to be returned to the bargaining  
81 agent, rather than the employee organization;  
82 requiring collective bargaining agreements to contain  
83 specified terms and conditions; amending s. 447.401,  
84 F.S.; conforming provisions to changes made by the  
85 act; amending s. 447.403, F.S.; providing requirements  
86 for when an impasse occurs; requiring a hearing within  
87 a specified timeframe; authorizing the recommended  
88 decision of a special magistrate from an impasse  
89 hearing to be transmitted by any method of service  
90 that establishes proof of delivery; amending s.  
91 447.405, F.S.; conforming provisions to changes made  
92 by the act; amending s. 447.4095, F.S.; providing that  
93 salary increases appropriated by the Legislature are  
94 considered a financial urgency; providing meeting and  
95 dispute requirements; prohibiting unfair labor charges  
96 to be filed during specified time periods; amending s.  
97 447.501, F.S.; requiring a public employer to provide  
98 to all employee organizations or petitioning employees  
99 equal access to the employer's facilities and  
100 communication systems for a specified time period;

101 amending s. 447.503, F.S.; authorizing certain public  
102 employers, public employees, and employee  
103 organizations, or combinations thereof, to file  
104 certain charges with the commission; amending s.  
105 447.507, F.S.; increasing fines for certain  
106 violations; amending s. 447.509, F.S.; prohibiting  
107 public employers, their agents or representatives, and  
108 any persons acting on their behalf from taking certain  
109 actions; authorizing certain actions by public  
110 employees under certain circumstances; providing  
111 exceptions; amending ss. 110.114, 110.205, 112.3187,  
112 121.031, 447.02, 447.609, and 1011.60, F.S.;  
113 conforming cross-references and provisions to changes  
114 made by the act; providing an effective date.  
115

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

117  
118 **Section 1. Paragraph (d) of subsection (6) of section**  
119 **110.227, Florida Statutes, is amended to read:**

120 110.227 Suspensions, dismissals, reductions in pay,  
121 demotions, layoffs, transfers, and grievances.—

122 (6) The following procedures shall apply to appeals filed  
123 pursuant to subsection (5) with the Public Employees Relations  
124 Commission, hereinafter referred to as the commission:

125 (d) A recommended order must shall be issued by the

126 hearing officer within 30 days after following the hearing.  
127 ~~Exceptions to the recommended order shall be filed within 15~~  
128 ~~days after the recommended order is issued. The final order must~~  
129 ~~be issued shall be filed by the commission in accordance with~~  
130 ~~ss. 120.569 and 120.57 no later than 45 calendar days after the~~  
131 ~~hearing or after the filing of exceptions or oral arguments if~~  
132 ~~granted.~~

133 **Section 2. Paragraph (a) of subsection (14) of section**  
134 **112.0455, Florida Statutes, is amended to read:**

135 112.0455 Drug-Free Workplace Act.—  
136 (14) DISCIPLINE REMEDIES.—  
137 (a) An executive branch employee who is disciplined or who  
138 is a job applicant for another position and is not hired  
139 pursuant to this section, may file an appeal with the Public  
140 Employees Relations Commission. Any appeal must be filed within  
141 30 calendar days after ~~of~~ receipt by the employee or job  
142 applicant of notice of discipline or refusal to hire. The notice  
143 shall inform the employee or job applicant of the right to file  
144 an appeal, or if available, the right to file a collective  
145 bargaining grievance pursuant to s. 447.401. Such appeals shall  
146 be resolved pursuant to the procedures established in ss.  
147 447.207(1)-(4), 447.208(2), and 447.503(4) and (5). A hearing on  
148 the appeal shall be conducted within 60 ~~30~~ days after ~~of~~ the  
149 filing of the appeal, unless an extension is requested by the  
150 employee or job applicant and granted by the commission or an

151 arbitrator. The final order must be issued by the commission in  
152 accordance with ss. 120.569 and 120.57.

153 **Section 3. Paragraph (c) is added to subsection (12) of**  
154 **section 120.80, Florida Statutes, to read:**

155 120.80 Exceptions and special requirements; agencies.—

156 (12) PUBLIC EMPLOYEES RELATIONS COMMISSION.—

157 (c) Section 120.60 does not apply to registration of  
158 employee organizations under s. 447.305.

159 **Section 4. Subsection (1) of section 295.14, Florida**  
160 **Statutes, is amended to read:**

161 295.14 Penalties.—

162 (1) When the Public Employees Relations Commission, after  
163 a hearing on notice conducted according to rules adopted by the  
164 commission, determines that a violation of s. 295.07, s. 295.08,  
165 s. 295.085, or s. 295.09(1)(a) or (b) has occurred and sustains  
166 the veteran seeking redress, the commission shall order the  
167 offending agency, employee, or officer of the state to comply  
168 with ~~the provisions of~~ s. 295.07, s. 295.08, s. 295.085, or s.  
169 295.09(1)(a) or (b); and, in the event of a violation of s.  
170 295.07, s. 295.08, s. 295.085, or s. 295.09(1)(a) or (b), the  
171 commission may issue an order to compensate the veteran for the  
172 loss of any wages and reasonable attorney attorney's fees for  
173 actual hours worked, and costs of all work, including  
174 litigation, incurred as a result of such violation, which order  
175 shall be conclusive on the agency, employee, or officer

176 concerned. The attorney ~~attorney's~~ fees and costs may not exceed  
177 \$10,000. The final order must be issued by action of the  
178 commission in accordance with ss. 120.569 and 120.57 ~~shall be in~~  
179 ~~writing and shall be served on the parties concerned by~~  
180 ~~certified mail with return receipt requested.~~

181 **Section 5. Section 447.203, Florida Statutes, is amended**  
182 **to read:**

183 447.203 Definitions.—As used in this part:

184 (1) ~~(12)~~ "Bargaining agent" means the employee organization  
185 ~~that~~ which has been certified by the commission as representing  
186 the employees in the bargaining unit, as provided in s. 447.307,  
187 or its representative.

188 (2) ~~(8)~~ "Bargaining unit" means either that unit determined  
189 by the commission, that unit determined through local  
190 regulations adopted promulgated pursuant to s. 447.603, or that  
191 unit determined by the public employer and the public employee  
192 organization and approved by the commission to be appropriate  
193 for the purposes of collective bargaining. However, no  
194 bargaining unit shall be defined as appropriate which includes  
195 employees of two employers that are not departments or divisions  
196 of the state, a county, a municipality, or other political  
197 entity.

198 (3) ~~(9)~~ "Chief executive officer" for the state means shall  
199 ~~mean~~ the Governor and for other public employers means shall  
200 ~~mean~~ the person, whether elected or appointed, who is

201 responsible to the legislative body of the public employer for  
202 the administration of the governmental affairs of the public  
203 employer.

204 (4) (16) "Civil service" means any career, civil, or merit  
205 system used by any public employer.

206 (5) (14) "Collective bargaining" means the performance of  
207 the mutual obligations of the public employer and the bargaining  
208 agent of the employee organization to meet at reasonable times,  
209 to negotiate in good faith, and to execute a written contract  
210 with respect to agreements reached concerning the terms and  
211 conditions of employment, except that neither party shall be  
212 compelled to agree to a proposal or be required to make a  
213 concession unless otherwise provided in this part.

214 (6) (1) "Commission" means the Public Employees Relations  
215 Commission created by s. 447.205.

216 (7) (5) "Confidential employees" means are persons who act  
217 in a confidential capacity to assist or aid managerial employees  
218 as defined in subsection (12) (4).

219 (8) (11) "Employee organization" or "organization" means  
220 any labor organization, union, association, fraternal order,  
221 occupational or professional society, or group, however  
222 organized or constituted, which represents, or seeks to  
223 represent, any public employee or group of public employees  
224 concerning any matters relating to their employment relationship  
225 with a public employer.

226        (9) "Employee organization activities" means activities  
227        undertaken at the direction of, on behalf of, or to advance the  
228        purposes of an employee organization or any parent organization  
229        or affiliate of the employee organization by:

230        (a) Supporting or opposing a candidate for federal, state,  
231        or local public office.

232        (b) Influencing the passage or defeat of any federal or  
233        state legislation or regulation, local ordinance or resolution,  
234        or ballot measure.

235        (c) Promoting or soliciting membership or participation  
236        in, or financial support of, an employee organization or any  
237        parent organization or affiliate of the employee organization.

238        (d) Seeking certification as a bargaining agent.

239        (e) Participating in the administration, business, or  
240        internal governance of an employee organization or any parent  
241        organization or affiliate of the employee organization.

242        (f) Preparing, conducting, or attending employee  
243        organization events, conferences, conventions, meetings, or  
244        trainings, unless such training is directly related to the  
245        performance of a public employee's job duties.

246        (g) Distributing communications of an employee  
247        organization or any parent organization or affiliate of the  
248        employee organization.

249        (h) Representing or speaking on behalf of an employee  
250        organization or any parent organization or affiliate of the

251 employee organization in any setting, venue, or procedure in  
252 which the public employer is not a participant.

253 (i) Preparing, filing, or pursuing unfair labor practice  
254 charges or grievances.

255 (j) Representing public employees in investigatory  
256 interviews; disciplinary proceedings or appeals, including  
257 termination; or other administrative or legal proceedings.

258 (k) Engaging in collective bargaining and any related  
259 mediation, factfinding, or arbitration.

260 (l) Administering a collective bargaining agreement.

261 (m) Participating in labor-management committees.

262 (10) (17) "Good faith bargaining" means shall mean, but is  
263 not be limited to, the willingness of both parties to meet at  
264 reasonable times and places, as mutually agreed upon, in order  
265 to discuss issues that which are proper subjects of bargaining,  
266 with the intent of reaching a common accord. The term includes  
267 ~~It shall include~~ an obligation for both parties to participate  
268 actively in the negotiations with an open mind and a sincere  
269 desire, as well as making a sincere effort, to resolve  
270 differences and come to an agreement. In determining whether a  
271 party failed to bargain in good faith, the commission shall  
272 consider the total conduct of the parties during negotiations as  
273 well as the specific incidents of alleged bad faith. Incidents  
274 indicative of bad faith shall include, but not be limited to,  
275 the following occurrences:

276       (a) Failure to meet at reasonable times and places with  
277       representatives of the other party for the purpose of  
278       negotiations.

279       (b) Placing unreasonable restrictions on the other party  
280       as a prerequisite to meeting.

281       (c) Failure to discuss proper subjects of bargaining  
282       bargainable issues.

283       (d) Refusing, upon reasonable written request, to provide  
284       public information, excluding work products as defined in s.  
285       447.605.

286       (e) Refusing to negotiate because of an unwanted person on  
287       the opposing negotiating team.

288       (f) Negotiating directly with employees rather than with  
289       their ~~certified~~ bargaining agent.

290       (g) Refusing to reduce a total agreement to writing.

291       (11)~~(10)~~ "Legislative body" means the State Legislature,  
292       the board of county commissioners, the district school board,  
293       the governing body of a municipality, or the governing body of  
294       an instrumentality or unit of government having authority to  
295       appropriate funds and establish policy governing the terms and  
296       conditions of employment and which, as the case may be, is the  
297       appropriate legislative body for the bargaining unit. For  
298       purposes of s. 447.403, the Board of Governors of the State  
299       University System, or the board's designee, shall be deemed to  
300       be the legislative body with respect to all employees of each

301 constituent state university. For purposes of s. 447.403, the  
302 board of trustees of a community college shall be deemed to be  
303 the legislative body with respect to all employees of the  
304 community college.

305 (12) ~~(4)~~ "Managerial employees" means ~~are~~ those employees  
306 who:

307 (a) Perform jobs that are not of a routine, clerical, or  
308 ministerial nature and require the exercise of independent  
309 judgment in the performance of such jobs and to whom one or more  
310 of the following applies:

311 1. They formulate or assist in formulating policies which  
312 are applicable to bargaining unit employees.

313 2. They may reasonably be required on behalf of the  
314 employer to assist in the preparation for the conduct of  
315 collective bargaining negotiations.

316 3. They have a role in the administration of agreements  
317 resulting from collective bargaining negotiations.

318 4. They have a significant role in personnel  
319 administration.

320 5. They have a significant role in employee relations.

321 6. They are included in the definition of administrative  
322 personnel contained in s. 1012.01(3).

323 7. They have a significant role in the preparation or  
324 administration of budgets for any public agency or institution  
325 or subdivision thereof.

326       (b) Serve as police chiefs, fire chiefs, or directors of  
327 public safety of any police, fire, or public safety department.  
328 Other police officers, as defined in s. 943.10(1), and  
329 firefighters, as defined in s. 633.102, may be determined by the  
330 commission to be managerial employees of such departments. In  
331 making such determinations, the commission shall consider, in  
332 addition to the criteria established in paragraph (a), the  
333 paramilitary organizational structure of the department  
334 involved.

335  
336 However, in determining whether an individual is a managerial  
337 employee pursuant to paragraph (a) or paragraph (b), ~~above~~, the  
338 commission may consider historic relationships of the employee  
339 to the public employer and to coemployees.

340       (13) "Membership dues" means employee organization dues;  
341 uniform assessments; fees, including initiation fees; or  
342 voluntary contributions paid in exchange for membership in an  
343 employee organization or as a member of the employee  
344 organization.

345       (14) ~~(15)~~ "Membership dues deduction" means the practice by  
346 ~~of~~ a public employer of deducting membership dues and uniform  
347 ~~assessments~~ from the salary or wages of a public employee and.  
348 ~~Such term also means the practice of a public employer of~~  
349 transmitting the sums so deducted to an such employee  
350 organization on behalf of the public employee.

351        (15)~~(13)~~ "Professional employee" means:

352        (a) Any employee engaged in work in any two or more of the  
353 following categories:

354        1. Work predominantly intellectual and varied in character  
355 as opposed to routine mental, manual, mechanical, or physical  
356 work.~~;~~

357        2. Work involving the consistent exercise of discretion  
358 and judgment in its performance.~~;~~

359        3. Work of such a character that the output produced or  
360 the result accomplished cannot be standardized in relation to a  
361 given period of time.~~;~~ and

362        4. Work requiring advanced knowledge in a field of science  
363 or learning customarily acquired by a prolonged course of  
364 specialized intellectual instruction and study in an institution  
365 of higher learning or a hospital, as distinguished from a  
366 general academic education, an apprenticeship, or training in  
367 the performance of routine mental or physical processes.

368        (b) Any employee who:

369        1. Has completed the course of specialized intellectual  
370 instruction and study described in subparagraph (a) 4. ~~4.~~ of  
371 paragraph (a); and

372        2. Is performing related work under supervision of a  
373 professional person to qualify to become a professional employee  
374 as defined in paragraph (a).

375        (16)~~(3)~~ "Public employee" means any person employed by a

376 public employer except:

377 (a) Those persons appointed by the Governor or elected by  
378 the people, agency heads, and members of boards and commissions.

379 (b) Those persons holding positions by appointment or  
380 employment in the organized militia.

381 (c) Those individuals acting as negotiating  
382 representatives for employer authorities.

383 (d) Those persons who are designated by the commission as  
384 managerial or confidential employees pursuant to criteria  
385 contained herein.

386 (e) Those persons holding positions of employment with the  
387 Florida Legislature.

388 (f) Those persons who have been convicted of a crime and  
389 are inmates confined to institutions within the state.

390 (g) Those persons appointed to inspection positions in  
391 federal/state fruit and vegetable inspection service whose  
392 conditions of appointment are affected by the following:

393 1. Federal license requirement.

394 2. Federal autonomy regarding investigation and  
395 disciplining of appointees.

396 3. Frequent transfers due to harvesting conditions.

397 (h) Those persons employed by the Public Employees  
398 Relations Commission.

399 (i) Those persons enrolled as undergraduate students in a  
400 state university who perform part-time work for the state

401 university.

402        (17)~~(2)~~ "Public employer" or "employer" means the state or  
403 any county, municipality, or special district or any subdivision  
404 or agency thereof which the commission determines has sufficient  
405 legal distinctiveness properly to carry out the functions of a  
406 public employer. With respect to all public employees determined  
407 by the commission as properly belonging to a statewide  
408 bargaining unit composed of State Career Service System  
409 employees or Selected Professional Service employees, the  
410 Governor is deemed to be the public employer; and the Board of  
411 Governors of the State University System, or the board's  
412 designee, is deemed to be the public employer with respect to  
413 all public employees of each constituent state university. The  
414 board of trustees of a community college is deemed to be the  
415 public employer with respect to all employees of the community  
416 college. The district school board is deemed to be the public  
417 employer with respect to all employees of the school district.  
418 The Board of Trustees of the Florida School for the Deaf and the  
419 Blind is deemed to be the public employer with respect to the  
420 academic and academic administrative personnel of the Florida  
421 School for the Deaf and the Blind. The Governor is deemed to be  
422 the public employer with respect to all employees in the  
423 Correctional Education Program of the Department of Corrections  
424 established pursuant to s. 944.801.

425        (18) "Public safety unit" means a bargaining unit in which

426 the majority of the public employees are employed as a law  
427 enforcement officer, correctional officer, or correctional  
428 probation officer, as those terms are defined in s. 943.10(1),  
429 (2), or (3), respectively; a firefighter as defined in s.  
430 633.102(9); a 911 public safety telecommunicator as defined in  
431 s. 401.465(1); or an emergency medical technician or a  
432 paramedic, as those terms are defined in s. 401.23.

433 (19) "Representational employee organization activities"  
434 means those activities specified in paragraphs (9)(i)-(m).

435 (20) "Showing of interest" means written statements signed  
436 and dated by public employees in a proposed or existing  
437 bargaining unit indicating the desire of the public employees  
438 either to be represented by the employee organization for  
439 purposes of collective bargaining or to no longer be represented  
440 by the bargaining agent for purposes of collective bargaining.

441 (21) (6) "Strike" means the concerted failure of employees  
442 to report for duty; the concerted absence of employees from  
443 their positions; the concerted stoppage of work by employees;  
444 the concerted submission of resignations by employees; the  
445 concerted abstinence in whole or in part by any group of  
446 employees from the full and faithful performance of the duties  
447 of employment with a public employer for the purpose of  
448 inducing, influencing, condoning, or coercing a change in the  
449 terms and conditions of employment or the rights, privileges, or  
450 obligations of public employment, or participating in a

451 deliberate and concerted course of conduct which adversely  
452 affects the services of the public employer; the concerted  
453 failure of employees to report for work after the expiration of  
454 a collective bargaining agreement; and picketing in furtherance  
455 of a work stoppage. The term includes "~~strike~~" shall also mean  
456 any overt preparation, including, but not limited to, the  
457 establishment of strike funds with regard to the ~~above-listed~~  
458 activities listed in this subsection.

459 (22) ~~(7)~~ "Strike funds" means are any appropriations by an  
460 employee organization which are established to directly or  
461 indirectly aid any employee or employee organization to  
462 participate in a strike in the state.

463 (23) (18) "Student representative" means the representative  
464 selected by each community college or university student  
465 government association. Each representative may be present at  
466 all negotiating sessions that take place between the appropriate  
467 public employer and a ~~an exclusive~~ bargaining agent. The  
468 representative must be enrolled as a student with at least 8  
469 credit hours in the respective community college or university  
470 during his or her term as student representative.

471 **Section 6. Subsection (8) of section 447.205, Florida  
472 Statutes, is amended to read:**

473 447.205 Public Employees Relations Commission.—

474 (8) The commission shall have a seal for authentication of  
475 its orders and proceedings, upon which shall be inscribed the

476 words "State of Florida-Public Employees Relations Commission"  
477 ~~"State of Florida Employees Relations Commission"~~ and which shall  
478 be judicially noticed.

479 **Section 7. Subsections (1), (4), (5), (6), and (12) of**  
480 **section 447.207, Florida Statutes, are amended to read:**

481 447.207 Commission; powers and duties.—

482 (1) The commission shall, in accordance with chapter 120,  
483 adopt, promulgate, amend, or rescind such rules and regulations  
484 as it deems necessary and administratively feasible to carry out  
485 the provisions of this part. Any additional grants of rulemaking  
486 authority contained in this part do not limit the grant of  
487 rulemaking authority in this section.

488 (4) Any subpoena, ~~notice of hearing, or other process or~~  
489 ~~notice of the commission issued under the provisions of this~~  
490 ~~part must either~~ shall be served ~~personally or~~ by certified  
491 mail, ~~return receipt requested, or be served personally by any~~  
492 ~~person specified by law to serve process or by any person who is~~  
493 ~~not a party and who is 18 years of age or older. When certified~~  
494 ~~mail is used, a returned post office receipt constitutes proof~~  
495 ~~of service. When personal service is used, if the subpoena is~~  
496 ~~not served by a person specified by law to serve process, an~~  
497 ~~affidavit of the person making service constitutes proof of~~  
498 ~~service. A return made and verified by the individual making~~  
499 ~~such service and setting forth the manner of such service is~~  
500 ~~proof of service, and a returned post office receipt, when~~

501 ~~certified mail is used, is proof of service. All process of any~~  
502 ~~court to which application may be made under the provisions of~~  
503 ~~this part shall be served in the county wherein the persons~~  
504 ~~required to be served reside or may be found.~~

505 (5) The commission shall adopt rules as to the  
506 qualifications of persons who may serve as ~~mediators~~ and special  
507 magistrates and shall maintain a list ~~lists~~ of such qualified  
508 persons who are not employees of the commission. The commission  
509 may initiate dispute resolution procedures by special  
510 magistrates, pursuant to ~~the provisions of~~ this part.

511 (6) Pursuant to its established procedures, the commission  
512 shall resolve questions and controversies concerning claims for  
513 recognition as the bargaining agent for a bargaining unit,  
514 determine or approve units appropriate for purposes of  
515 collective bargaining, expeditiously process charges of unfair  
516 labor practices and violations of s. 447.505 by public  
517 employees, and resolve such other questions and controversies as  
518 it may be authorized herein to undertake. The petitioner,  
519 charging party, respondent, and any intervenors shall be the  
520 adversary parties before the commission in any adjudicatory  
521 proceeding conducted pursuant to this part. Any commission  
522 statement of general applicability that implements, interprets,  
523 or prescribes law or policy, made in the course of adjudicating  
524 a case ~~pursuant to s. 447.307 or s. 447.503~~ shall not constitute  
525 a rule within the meaning of s. 120.52.

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526 (12) Upon a petition by a public employer after it has  
527 been notified by the Department of Labor that the public  
528 employer's protective arrangement covering mass transit  
529 employees does not meet the requirements of 49 U.S.C. s. 5333(b)  
530 and would jeopardize the public employer's continued eligibility  
531 to receive Federal Transit Administration funding, the  
532 commission may waive the application of this part, but only to  
533 the extent necessary for the public employer to comply with the  
534 requirements of 49 U.S.C. s. 5333(b), any of the following for  
535 an employee organization that has been certified as a bargaining  
536 agent to represent mass transit employees:

537 (a) The prohibition on dues and assessment deductions  
538 provided in s. 447.303(1) as it applies to a mass transit  
539 employee who has provided a copy of his or her membership  
540 authorization form to the employer as part of the authorization  
541 of dues deduction under a waiver.

542 (b) The requirement to petition the commission for  
543 recertification.

544 (c) The revocation of certification provided in s.  
545 447.305(6) and (7).

546                   Section 8. Paragraph (b) of subsection (1) and subsection  
547 (2) of section 447.301, Florida Statutes, are amended to read:

548 447.301 Public employees' rights; organization and  
549 representation.—

550 (1)

551 (b)1. A public employee who desires to be a member of an  
552 employee organization must sign and date a membership  
553 authorization form, as prescribed by the commission, and submit  
554 the executed form to the bargaining agent.

555 2. The membership authorization form must identify the  
556 name of the bargaining agent; the name of the employee; the  
557 class code and class title of the employee; the name of the  
558 public employer and employing agency, if applicable; the amount  
559 of the membership initiation fee and of the monthly dues which  
560 the public employee member must pay; and the names name and  
561 amounts total amount of salary, allowances, and other direct or  
562 indirect disbursements, including reimbursements, paid to each  
563 of the five highest compensated officers and employees of the  
564 employee organization disclosed under s. 447.305(2)(d) for the  
565 officers and employees receiving the five highest total dollar  
566 amounts.

567 3. The membership authorization form must contain the  
568 following statement in 14-point type:

569  
570 As a public employee in the State of Florida, is a right to work  
571 state. membership or nonmembership non-membership in a labor  
572 union is not required as a condition of employment, and Union  
573 membership and payment of membership union dues and assessments  
574 are voluntary. A public employee's Each person has the right to  
575 join and pay membership dues to a labor union or to refrain from

576 joining and paying membership dues to a labor union is protected  
577 by both Florida's right-to-work law and the First Amendment of  
578 the United States Constitution. A public employer may not  
579 discriminate against a public ~~No~~ employee may be discriminated  
580 ~~against in any manner~~ for joining and financially supporting, ~~a~~  
581 ~~labor union or for refusing to join and or~~ financially support, ~~a~~  
582 a labor union.

583 4. A public employee may revoke membership in the employee  
584 organization at any time ~~of the year~~. Within 30 days after Upon  
585 receipt of the public employee's written revocation of  
586 membership, the employee organization must revoke the ~~a~~ public  
587 employee's membership and cease collection of membership dues  
588 for such public employee. The employee organization may not  
589 limit a public ~~an~~ employee's right to revoke membership to  
590 certain dates. If a public employee must complete a form to  
591 revoke membership in the employee organization, the form may not  
592 require a reason for the public employee's decision to revoke  
593 his or her membership.

594 5. An employee organization must retain for inspection by  
595 the commission such membership authorization forms and any  
596 revocations.

597 6. This paragraph does not apply to public employees in  
598 public safety units ~~members of a bargaining unit the majority of~~  
599 ~~whose employees eligible for representation are employed as law~~  
600 ~~enforcement officers, correctional officers, or correctional~~

601 probation officers as those terms are defined in s. 943.10(1),  
602 (2), or (3), respectively; firefighters as defined in s.  
603 633.102; 911 public safety telecommunicators as defined in s.  
604 401.465(1)(a); or emergency medical technicians or paramedics as  
605 defined in s. 401.23.

606 7. The commission may adopt rules to implement this  
607 paragraph.

608 (2) Public employees ~~shall~~ have the right to be  
609 represented by any employee organization of their own choosing  
610 and to negotiate collectively, through a ~~certified~~ bargaining  
611 agent, with their public employer in the determination of the  
612 terms and conditions of their employment. Public employees ~~shall~~  
613 have the right to be represented in the determination of  
614 grievances on all terms and conditions of their employment.  
615 Public employees ~~shall~~ have the right to refrain from exercising  
616 the right to be represented.

617 **Section 9. Subsections (1) and (2) of section 447.303,  
618 Florida Statutes, are amended to read:**

619 447.303 Membership dues; deduction and collection.—  
620 (1) Except as authorized in subsection (2) or subject to a  
621 waiver of the prohibition on membership dues deduction granted  
622 pursuant to s. 447.207(12), a public employer may not engage in  
623 membership dues deduction on behalf of s. 447.207(12)(a), an  
624 employee organization that has been certified as a bargaining  
625 agent ~~may not have its dues and uniform assessments deducted and~~

626 ~~collected by the employer from the salaries of those employees~~  
627 ~~in the unit. A public employee may pay membership dues and~~  
628 ~~uniform assessments directly to the employee organization, any~~  
629 ~~parent organization of the employee organization, and any~~  
630 ~~affiliate of either the employee organization or the parent~~  
631 ~~organization that has been certified as the bargaining agent.~~

632 (2) (a) Upon the written authorization of a public employee  
633 in a public safety unit, the public employer must engage in  
634 membership dues deduction for such public employee. A public  
635 employee may revoke his or her authorization for membership dues  
636 deduction upon providing 30 days' written notice to the public  
637 employer and bargaining agent. An employee organization that has  
638 been certified as a bargaining agent to represent a bargaining  
639 unit the majority of whose employees eligible for representation  
640 are employed as law enforcement officers, correctional officers,  
641 or correctional probation officers as those terms are defined in  
642 s. 943.10(1), (2), or (3), respectively; firefighters as defined  
643 in s. 633.102; 911 public safety telecommunicators as defined in  
644 s. 401.465(1)(a); or emergency medical technicians or paramedics  
645 as defined in s. 401.23 has the right to have its dues and  
646 uniform assessments for that bargaining unit deducted and  
647 collected by the employer from the salaries of those employees  
648 who authorize the deduction and collection of said dues and  
649 uniform assessments. However, such authorization is revocable at  
650 the employee's request upon 30 days' written notice to the

651 employer and employee organization. Said deductions shall  
652 commence upon the bargaining agent's written request to the  
653 employer.

654 (b) Reasonable costs to the public employer of engaging in  
655 membership dues ~~said~~ deductions is a proper subject of  
656 collective bargaining.

657 (c) The requirement to engage in membership dues  
658 deductions ~~such right to deduction~~, unless revoked under s.  
659 447.507, is in force as for so long as the ~~employee~~ organization  
660 ~~remains the certified~~ bargaining agent remains certified to  
661 represent for the public employees in the bargaining unit.

662 **Section 10. Section 447.305, Florida Statutes, is amended**  
663 **to read:**

664 447.305 Registration of employee organizations  
665 organization.—

666 (1) Every employee organization seeking to become a  
667 ~~certified~~ bargaining agent for public employees shall register  
668 with the commission before ~~pursuant to the procedures set forth~~  
669 ~~in s. 120.60 prior to requesting recognition by a public~~  
670 ~~employer for purposes of collective bargaining and prior to~~  
671 ~~submitting a certification, recertification, or unit~~  
672 ~~clarification petition to the commission requesting~~  
673 ~~certification as an exclusive bargaining agent. Further, If an~~  
674 ~~such employee organization is not registered, it may not do any~~  
675 ~~of the following: participate in a certification,~~

676 recertification, or unit clarification representation hearing;  
677 participate in a certification or recertification representation  
678 election;  
679 The application for registration required by this section must  
680 shall be under oath, and in such form as the commission may  
681 prescribe, and shall include all of the following:

682 (a) The name and address of the organization and ~~of~~ any  
683 parent organization or affiliate of the employee organization  
684 ~~with which it is affiliated~~.

685 (b) The names and addresses of the principal officers and  
686 all representatives of the organization.

687 (c) The amount ~~of the initiation fee and the amount~~ and  
688 collection frequency of the membership dues and uniform  
689 ~~assessments~~ that a member of the organization must pay.

690 (d) The current annual financial statement of the  
691 organization, prepared by an independent certified public  
692 accountant licensed under chapter 473.

693 (e) The name of its business agent, if any; if different  
694 from the business agent, the name of its local agent for service  
695 of process; and the addresses where such person or persons can  
696 be reached.

697 (f) A pledge, in a form prescribed by the commission, that  
698 the employee organization will conform to the laws of this ~~the~~  
699 state and that it will accept members without regard to age,  
700 race, sex, religion, or national origin.

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701 (g) A copy of the current constitution and bylaws of the  
702 employee organization.

703 (h) A copy of the current constitution and bylaws of the  
704 state and national groups with which the employee organization  
705 is affiliated or associated. In lieu of this provision, and upon  
706 adoption of a rule by the commission, a state or national  
707 affiliate or parent organization of any registering employee  
708 ~~labor~~ organization may annually submit a copy of its current  
709 constitution and bylaws.

(2) A registration granted to an employee organization pursuant to this section runs for 1 year after ~~from~~ the date of issuance. A registration must be renewed annually by filing an application for renewal under oath with the commission, which application must reflect any changes in the information provided to the commission in conjunction with the employee organization's preceding application for registration or previous renewal, whichever is applicable. Each application for renewal of registration must include a current annual financial statement, prepared by an independent certified public accountant licensed under chapter 473 and signed by the employee organization's president and treasurer or corresponding principal officers, containing the following information in such detail as may be necessary to accurately ~~to~~ disclose its financial condition and operations for its preceding fiscal year and in all of the following ~~such~~ categories as prescribed by the

726 commission ~~may prescribe:~~

727 (a) Assets and liabilities at the beginning and end of the  
728 fiscal year.~~;~~

729 (b) Receipts of any kind and the sources thereof.~~;~~

730 (c) Disbursements by category.~~;~~

731 (d) Salary, wages, fringe benefits, allowances, and other  
732 direct or indirect disbursements, including reimbursed expenses,  
733 paid or accruing to each of its officers ~~officer~~ and also to  
734 each of its employees ~~employee~~ who, during such fiscal year,  
735 received more than \$10,000 in the aggregate from such employee  
736 organization and any parent organization of the other ~~employee~~ employee  
737 organization or any affiliate of either the employee  
738 organization or the parent organization. This paragraph requires  
739 reporting of any reimbursements paid by the employee  
740 organization to a public employer for moneys paid by the public  
741 employer to the employee organization's officers or employees.  
742 ~~affiliated with it or with which it is affiliated or which is~~  
743 ~~affiliated with the same national or international employee~~  
744 ~~organization;~~

745 (e) Direct and indirect loans made to any of its officers  
746 ~~officer, employees employee, or members member~~ which aggregated  
747 more than \$250 during the fiscal year, together with a statement  
748 of the purpose, security, if any, and arrangements for  
749 repayment.~~;~~ and

750 (f) Direct and indirect loans to any business enterprise,

751 together with a statement of the purpose, security, if any, and  
752 arrangements for repayment.

753 (g) The amount of membership dues retained by or  
754 distributed to each of the following: the employee organization,  
755 any parent organization of the employee organization, and any  
756 affiliate of either the employee organization or the parent  
757 organization.

758 (3) As part of its application for renewal of  
759 registration, a ~~In addition to subsection (2), an employee~~  
760 ~~organization that has been certified as the bargaining agent for~~  
761 ~~public employees~~ must include all of ~~for each such certified~~  
762 ~~bargaining unit~~ the following additional information and  
763 verification documentation as of the 30th day immediately  
764 preceding the date upon which its current registration is  
765 scheduled to end ~~for any renewal of registration on or after~~  
766 ~~October 1, 2023~~:

767 (a) For each bargaining unit for which the bargaining  
768 agent is certified, the certification number assigned to the  
769 bargaining unit by the commission.

770 (b) (a) For each certification, the number of public  
771 ~~employees in the bargaining unit who are eligible for~~  
772 ~~representation by the employee organization.~~

773 (c) For each certification, the number of public employees  
774 in the bargaining unit who paid full membership dues sufficient  
775 to maintain membership in good standing in the bargaining agent.

776        ~~(d)~~ (b) For each certification, the number of public  
777    employees in the bargaining unit who have submitted signed  
778    membership authorization forms without a subsequent revocation  
779    of such membership.

780        ~~(c) The number of employees in the bargaining unit who~~  
781    ~~paid dues to the employee organization.~~

782        ~~(d) The number of employees in the bargaining unit who did~~  
783    ~~not pay dues to the employee organization.~~

784        ~~(e) Verification Documentation provided by an independent~~  
785    ~~certified public accountant of retained by the employee~~  
786    ~~organization which verifies~~ the information provided in  
787    paragraphs (b), (c), and (d) ~~(a)-(d)~~.

788        (4) Within 30 days after filing an application for renewal  
789    of registration with the commission, the employee organization  
790    must provide a copy of its application for renewal of  
791    registration relating to a public employer's employees to the  
792    public employer and public employees of each bargaining unit for  
793    which the employee organization is the bargaining agent on the  
794    same day the application is submitted to the commission.

795        (5) An application for renewal of registration is  
796    incomplete and is not eligible for consideration by The  
797    commission must notify the bargaining agent if it does not  
798    include all of the information or verification and documentation  
799    required in subsection (3) is incomplete. The bargaining agent  
800    must provide the missing information or verification to the

801 commission within 30 days after such notification. If the  
802 bargaining agent fails to provide the missing information or  
803 verification within 30 days after notification, the commission  
804 must dismiss the application. The commission shall notify the  
805 employee organization if the application is incomplete. An  
806 incomplete application must be dismissed if the required  
807 information and documentation are not provided within 10 days  
808 after the employee organization receives such notice.

809 (6) The commission must notify the bargaining agent when  
810 the information and verification required in subsection (3) is  
811 complete. Within 30 days after such notification, the bargaining  
812 agent must petition for recertification pursuant to s. 447.307  
813 for each of its bargaining units. Notwithstanding the provisions  
814 of this chapter relating to collective bargaining, an employee  
815 organization certified as a bargaining agent to represent a  
816 bargaining unit for which less than 60 percent of the public  
817 unit employees in the bargaining unit have submitted membership  
818 authorization forms without subsequent revocation and paid  
819 membership dues to the organization, as reported under  
820 subsection (3) during its last registration period must petition  
821 the commission pursuant to s. 447.307(2) and (3) for  
822 recertification as the exclusive representative of all employees  
823 in the bargaining unit within 30 days after the date on which  
824 the employee organization applies for renewal of registration  
825 pursuant to subsection (2). The certification of an employee

826 organization that does not comply with this section is revoked.

827 (7) If a The public employer or a public employee of a  
828 bargaining unit represented by a bargaining agent believes that  
829 the bargaining agent's employee may challenge an employee  
830 organization's application for renewal of registration is  
831 materially inaccurate, if the public employer or public  
832 bargaining unit employee may challenge believes that the  
833 application as materially is inaccurate during the pendency of  
834 the application or, if the registration renewal has been  
835 granted, before the date upon which the bargaining agent's  
836 current registration is scheduled to end. If a challenge is  
837 filed, the commission or one of its designated agents must  
838 conduct an investigation pursuant to subsection (8) shall review  
839 the application to determine its accuracy and compliance with  
840 this section. If the commission finds that the application is  
841 inaccurate or does not comply with this section, the commission  
842 shall revoke the registration and certification of the employee  
843 organization.

844 (8) The commission or one of its designated agents may  
845 conduct an investigation to confirm the validity of any  
846 information submitted pursuant to this section. The commission  
847 may revoke or deny an employee organization's registration or  
848 certification if it finds that the employee organization:

849 (a) Failed to cooperate with the investigation conducted  
850 pursuant to this subsection, including refusal to permit the

851 commission or one of its designated agents to inspect membership  
852 authorization forms or revocations pursuant to s.

853 447.301(1)(b)5.; or

854 (b) Intentionally misrepresented the information it  
855 submitted pursuant to this section.

856

857 ~~A decision issued by the commission pursuant to this subsection~~  
858 ~~is a final agency action that is reviewable pursuant to s.~~

859 ~~447.504.~~

860 (9) An employee organization is exempt from the  
861 requirements of subsections (3)-(8) and (12) for each public  
862 safety unit it represents only with respect to the circumstances  
863 ~~of each bargaining unit the majority of whose employees eligible~~  
864 ~~for representation are employed as law enforcement officers,~~  
865 ~~correctional officers, or correctional probation officers as~~  
866 ~~those terms are defined in s. 943.10(1), (2), or (3),~~  
867 ~~respectively; firefighters as defined in s. 633.102; 911 public~~  
868 ~~safety telecommunicators as defined in s. 401.465(1)(a); or~~  
869 ~~emergency medical technicians or paramedics as defined in s.~~  
870 ~~401.23.~~

871 (10) A registration fee must ~~shall~~ accompany each  
872 application for registration or renewal of registration filed  
873 with the commission. The registration fee may ~~amount charged for~~  
874 ~~an application for registration or renewal of registration~~ shall  
875 not exceed \$15. All such money collected by the commission shall

876 be deposited in the General Revenue Fund.

877 (11) Every employee organization shall keep accurate  
878 accounts of its income and expenses, which accounts must shall  
879 be open for inspection at a all reasonable time and place times  
880 by any member of the organization or by the commission or a  
881 public employee in a bargaining unit for which the employee  
882 organization is the bargaining agent. In addition, each employee  
883 organization that has been certified as a bargaining agent must  
884 provide to its members an annual financial report prepared by an  
885 independent certified public accountant licensed under chapter  
886 473 that includes a detailed breakdown of revenues and  
887 expenditures in such categories as the commission may prescribe,  
888 and an accounting of membership dues and assessments. The  
889 employee organization must notify its members annually of all  
890 costs of membership.

891 (12) The certification of an employee organization that  
892 does not comply with this section is revoked. An employee  
893 organization that has its certification revoked under this  
894 subsection may not file a petition for certification under s.  
895 447.307 which covers any of the public employees in the  
896 bargaining unit described in the revoked certification for at  
897 least 12 months after the date the certification was revoked.

898 (13) A decision issued by the commission under this  
899 section which revokes a certification, revokes a registration,  
900 or grants, denies, or dismisses an application for registration

901 or renewal of registration is a final agency action that is  
902 reviewable pursuant to s. 447.504.

903 **Section 11. Section 447.307, Florida Statutes, is amended**  
904 **to read:**

905 447.307 Certification and recertification of employee  
906 organizations organization.-

907 (1) (a) An Any employee organization seeking certification  
908 or recertification as a bargaining agent must file a petition  
909 with the commission accompanied by a showing of interest from at  
910 least 30 percent of the public employees in the proposed or  
911 existing bargaining unit. The showing of interest statements  
912 must be signed and dated by the public employees not more than  
913 12 months before the filing of the petition which is designated  
914 or selected by a majority of public employees in an appropriate  
915 unit as their representative for purposes of collective  
916 bargaining shall request recognition by the public employer. The  
917 public employer shall, if satisfied as to the majority status of  
918 the employee organization and the appropriateness of the  
919 proposed unit, recognize the employee organization as the  
920 collective bargaining representative of employees in the  
921 designated unit. Upon recognition by a public employer, the  
922 employee organization shall immediately petition the commission  
923 for certification. The commission shall review only the  
924 appropriateness of the unit proposed by the employee  
925 organization. If the unit is appropriate according to the

926 criteria used in this part, the commission shall immediately  
927 certify the employee organization as the exclusive  
928 representative of all employees in the unit. If the unit is  
929 inappropriate according to the criteria used in this part, the  
930 commission may dismiss the petition.

931 (b) Whenever a public employer recognizes an employee  
932 organization on the basis of majority status and on the basis of  
933 appropriateness in accordance with subparagraph (4) (f) 5., the  
934 commission shall, in the absence of inclusion of a prohibited  
935 category of employees or violation of s. 447.501, certify the  
936 proposed unit.

937 (b) (2) A If the public employer refuses to recognize the  
938 employee organization, the employee organization may file a  
939 petition with the commission for certification as the bargaining  
940 agent for a proposed bargaining unit. The petition shall be  
941 accompanied by dated statements signed by at least 30 percent of  
942 the employees in the proposed unit, indicating that such  
943 employees desire to be represented for purposes of collective  
944 bargaining by the petitioning employee organization. Once a  
945 petition for certification has been filed by an employee  
946 organization, any registered employee organization desiring  
947 placement on the ballot in any certification or recertification  
948 election to be conducted pursuant to this section may be  
949 permitted by the commission to intervene in the proceeding upon  
950 a motion accompanied by a showing of interest from dated

951 statements signed by at least 10 percent of the public employees  
952 in the proposed or existing bargaining unit, indicating that  
953 such employees desire to be represented for the purposes of  
954 collective bargaining by the moving employee organization. The  
955 showing of interest petitions and dated statements must be  
956 signed and dated by the public employees not more than 12 months  
957 before the filing of the petition.

958 (c) The showing of interest is are confidential and exempt  
959 from the provisions of s. 119.07(1), except that any public  
960 employee, public employer, or employee organization having  
961 sufficient reason to believe that the showing of interest was  
962 any of the employee signatures were obtained by collusion,  
963 coercion, intimidation, or misrepresentation or is are otherwise  
964 invalid shall be given a reasonable opportunity to verify and  
965 challenge the showing of interest signatures appearing on the  
966 petition.

967 (d) Notwithstanding paragraph (b), if any employees in the  
968 proposed unit are represented by a bargaining agent other than  
969 the petitioning employee organization, such bargaining agent  
970 will be automatically added as a party to the case and may  
971 appear on the ballot without being required to file a motion to  
972 intervene or a showing of interest.

973 (2) (a) A certification petition may not be filed regarding  
974 any proposed or existing bargaining unit within 12 months after  
975 the date the commission issues an order that verifies the

976 results of a certification, recertification, or decertification  
977 election covering any of the public employees in the proposed or  
978 existing bargaining unit.

979 (b) If a valid collective bargaining agreement covering  
980 any of the public employees in a proposed or existing bargaining  
981 unit is in effect, a certification petition may only be filed  
982 with the commission at least 90 but not more than 150 days  
983 immediately preceding the expiration date of the collective  
984 bargaining agreement, or at any time subsequent to such  
985 agreement's expiration date but before the effective date of a  
986 new collective bargaining agreement. The effective date of a  
987 collective bargaining agreement is the date of ratification of  
988 such agreement by both parties if such agreement becomes  
989 effective immediately or retroactively, or the collective  
990 bargaining agreement's actual effective date if such agreement  
991 becomes effective after its ratification date.

992 (3) ~~(a)~~ The commission or one of its designated agents  
993 shall investigate a certification or recertification ~~the~~  
994 petition to determine its sufficiency; ~~if it has reasonable~~  
995 ~~cause to believe that the petition is sufficient, the commission~~  
996 ~~shall provide for an appropriate hearing upon due notice. Such a~~  
997 ~~hearing may be conducted by an agent of the commission. If the~~  
998 ~~commission finds that the petition is to be insufficient, the~~  
999 ~~commission must it may~~ dismiss the petition. If the commission  
1000 finds ~~upon the record of the hearing~~ that the petition is

1001 sufficient, the commission must it shall immediately:

1002 (a) 1. Define the proposed or existing bargaining unit and  
1003 determine which public employees are shall be qualified and  
1004 entitled to vote at any election held by the commission. Upon  
1005 providing due notice, the commission may provide for a hearing.

1006 (b) 2. Identify the public employer or employers for  
1007 purposes of collective bargaining with the bargaining agent.

1008 (c) 3. Order an election by secret ballot, the cost of said  
1009 election and any required runoff election to be borne equally by  
1010 the parties, except as the commission may provide by rule. The  
1011 commission's order assessing costs of an election may be  
1012 enforced pursuant to the provisions of this part.

1013 (4) (a) Except as provided in paragraph (b), elections are  
1014 determined as follows for all certification or recertification  
1015 petitions filed on or after July 1, 2026:

1016 1. (b) If When an employee organization is selected by a  
1017 majority vote of the public employees who are in the bargaining  
1018 unit as of the date set by the commission voting in an election,  
1019 the commission shall certify or recertify the employee  
1020 organization as the exclusive collective bargaining agent for  
1021 the public representative of all employees in the unit.

1022 2. A runoff election shall be held according to rules  
1023 adopted by the commission if, in the election conducted under  
1024 subparagraph 1., there was more than one employee organization  
1025 on the ballot, a majority of the public employees who are in the

1026 bargaining unit as of the date set by the commission voted in  
1027 the election, and none of the choices on the ballot received a  
1028 majority vote of the public employees who are in the bargaining  
1029 unit as of the date set by the commission.

1030 (b) Certification elections involving public safety units  
1031 are determined as follows:

1032 1. If an employee organization is selected by a majority  
1033 vote of the public employees voting in the election, the  
1034 commission shall certify the employee organization as the  
1035 bargaining agent for the public employees in the bargaining  
1036 unit.

1037 2. A runoff election shall be held according to rules  
1038 adopted by the commission if, in the election conducted under  
1039 subparagraph 1., there was more than one employee organization  
1040 on the ballot and none of the choices on the ballot received a  
1041 majority vote of the public employees voting in the election.

1042 (c) Certification, recertification, or revocation under  
1043 this section is effective upon the issuance of a the final order  
1044 by the commission or, if the final order is appealed, at the  
1045 time the appeal is exhausted or any stay is vacated by the  
1046 commission or a the court.

1047 ~~(e) In any election in which none of the choices on the~~  
1048 ~~ballot receives the vote of a majority of the employees voting,~~  
1049 ~~a runoff election shall be held according to rules promulgated~~  
1050 ~~by the commission.~~

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(d) No petition may be filed seeking an election in any proposed or existing appropriate bargaining unit to determine the exclusive bargaining agent within 12 months after the date of a commission order verifying a representation election or, if an employee organization prevails, within 12 months after the date of an effective certification covering any of the employees in the proposed or existing bargaining unit. Furthermore, if a valid collective bargaining agreement covering any of the employees in a proposed unit is in effect, a petition for certification may be filed with the commission only during the period extending from 150 days to 90 days immediately preceding the expiration date of that agreement, or at any time subsequent to its expiration date but prior to the effective date of any new agreement. The effective date of a collective bargaining agreement means the date of ratification by both parties, if the agreement becomes effective immediately or retroactively; or its actual effective date, if the agreement becomes effective after its ratification date.

(5)(4) In defining a proposed bargaining unit, the commission shall take into consideration:

(a) The principles of efficient administration of government.

(b) The number of employee organizations with which the employer might have to negotiate.

(c) The compatibility of the unit with the joint

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1076 responsibilities of the public employer and public employees to  
1077 represent the public.

1078 (d) The power of the officials of government at the level  
1079 of the unit to agree, or make effective recommendations to  
1080 another administrative authority or to a legislative body, with  
1081 respect to matters of employment upon which the employee desires  
1082 to negotiate.

1083 (e) The organizational structure of the public employer.

1084 (f) Community of interest among the employees to be  
1085 included in the unit, considering:

1086 1. The manner in which wages and other terms of employment  
1087 are determined.

1088 2. The method by which jobs and salary classifications are  
1089 determined.

1090 3. The interdependence of jobs and interchange of  
1091 employees.

1092 4. The desires of the employees.

1093 5. The history of employee relations within the  
1094 organization of the public employer concerning organization and  
1095 negotiation and the interest of the employees and the employer  
1096 in the continuation of a traditional, workable, and accepted  
1097 negotiation relationship.

1098 (g) The statutory authority of the public employer to  
1099 administer a classification and pay plan.

1100 (h) Such other factors and policies as the commission may

1101 deem appropriate.

1102

1103 However, a bargaining ~~no~~ unit may not ~~shall~~ be established or  
1104 approved for purposes of collective bargaining which includes  
1105 both professional and nonprofessional employees unless a  
1106 majority of each group votes for inclusion in such bargaining  
1107 unit.

1108 **Section 12. Section 447.3076, Florida Statutes, is created**  
1109 **to read:**

1110 447.3076 Clarification of bargaining units.—

1111 (1) A petition to clarify the composition of a bargaining  
1112 unit may be filed with the commission when significant changes  
1113 in statutory law or case law require clarification of the  
1114 bargaining unit or when a classification was:

1115 (a) Created or substantially changed after the unit was  
1116 initially defined by the commission;

1117 (b) Retitled with no substantial change in job duties; or  
1118 (c) Included or excluded through inadvertence or  
1119 misunderstanding by the commission.

1120 (2) A bargaining unit clarification petition may be filed  
1121 by the bargaining agent for the bargaining unit or by the public  
1122 employer of the public employees in the unit.

1123 (3) A copy of the petition must be served on the public  
1124 employer and any bargaining agent that is certified to represent  
1125 any employee or classification which may be substantially

1126     affected by the proposed bargaining unit clarification.

1127         (4) If any substantially affected employees are not  
1128         represented by a bargaining agent, the public employer must  
1129         provide a copy of the petition to those employees within 10 days  
1130         after the filing of the petition.

1131         (5) When the clarification of a bargaining unit would  
1132         result in an increase in the size of the bargaining unit by more  
1133         than 25 percent, the unit clarification petition raises a  
1134         question concerning representation and must be dismissed.

1135         **Section 13. Section 447.308, Florida Statutes, is amended**  
1136         **to read:**

1137         447.308 Decertification Revocation of certification of  
1138         employee organizations organization.—

1139         (1) A public Any employee or group of public employees  
1140         that which no longer desires to be represented by a the  
1141         certified bargaining agent may file with the commission a  
1142         petition to decertify the bargaining agent revoke certification.  
1143         The petition must shall be accompanied by a showing of interest  
1144         from dated statements signed by at least 30 percent of the  
1145         public employees in the bargaining unit, indicating that such  
1146         employees no longer desire to be represented for purposes of  
1147         collective bargaining by the certified bargaining agent. The  
1148         time of filing said petition shall be governed by the provisions  
1149         of s. 447.307(3)(d) relating to petitions for certification. The  
1150         showing of interest statements must be signed and dated by the

1151 public employees not more than 12 months before the filing of  
1152 the petition. Any employee, employer, or employee organization  
1153 having sufficient reason to believe that the showing of interest  
1154 was any of the employee signatures were obtained by collusion,  
1155 coercion, intimidation, or misrepresentation or is are otherwise  
1156 invalid shall be given a reasonable opportunity to verify and  
1157 challenge the showing of interest signatures appearing on the  
1158 petition.

1159 (2) (a) A decertification petition may not be filed  
1160 regarding the bargaining unit within 12 months after the date  
1161 the commission issues an order that verifies the results of a  
1162 certification, recertification, or decertification election  
1163 covering any of the public employees in the unit.

1164 (b) If a valid collective bargaining agreement covering  
1165 any of the public employees in the bargaining unit is in effect,  
1166 a decertification petition may only be filed with the commission  
1167 at least 90 but not more than 150 days immediately preceding the  
1168 expiration date of the collective bargaining agreement, or at  
1169 any time after such agreement's expiration date but before the  
1170 effective date of a new collective bargaining agreement. The  
1171 effective date of a collective bargaining agreement is the date  
1172 of ratification of such agreement by both parties if such  
1173 agreement becomes effective immediately or retroactively, or the  
1174 collective bargaining agreement's actual effective date if such  
1175 agreement becomes effective after its ratification date.

1176        (3) The commission or one of its designated agents shall  
1177 investigate the decertification petition to determine its  
1178 sufficiency. If the commission finds that the petition is to be  
1179 insufficient, the commission must ~~it may~~ dismiss the petition.  
1180 If the commission finds that the petition is sufficient, the  
1181 commission must ~~it shall immediately~~:

1182        (a) Identify the bargaining unit and determine which  
1183 public employees shall be qualified and entitled to vote in the  
1184 election held by the commission.

1185        (b) Identify the public employer or employers of the  
1186 bargaining unit.

1187        (c) Order an election by secret ballot, the cost of said  
1188 election to be borne equally by the parties, except as the  
1189 commission may provide by rule. The commission's order assessing  
1190 costs of an election may be enforced pursuant to ~~the provisions~~  
1191 ~~of~~ this part.

1192        (4) (a) Except as provided in paragraph (b), elections are  
1193 determined as follows for all decertification petitions filed on  
1194 or after July 1, 2026:

1195        1. If decertification of the bargaining agent is selected  
1196 by a majority vote of the public employees who are in the  
1197 bargaining unit as of the date set by the commission, the  
1198 commission shall revoke the bargaining agent's certification for  
1199 that bargaining unit.

1200        2. If decertification is not selected by a majority vote

1201 of the public employees who are in the bargaining unit as of the  
1202 date set by the commission, the bargaining agent shall retain  
1203 its certification for that bargaining unit.

1204 (b) Decertification elections involving public safety  
1205 units are determined as follows:

1206 1.(2) If decertification is selected by a majority vote of  
1207 the public employees voting in the such election vote against  
1208 the continuation of representation by the certified bargaining  
1209 agent, the commission shall revoke the certification of the  
1210 employee organization as the exclusive bargaining agent's  
1211 certification for that agent for the employees in the bargaining  
1212 unit shall be revoked.

1213 2.(3) If decertification is not selected by a majority  
1214 vote of the public employees voting in the such election do not  
1215 vote against the continuation of representation by the certified  
1216 bargaining agent, the bargaining agent shall retain its  
1217 certification for that bargaining of the employee organization  
1218 as the exclusive bargaining agent for the employees in the unit  
1219 shall be retained by the organization.

1220 (c) Revocation under this section is effective upon the  
1221 issuance of a final order by the commission or, if the final  
1222 order is appealed, at the time the appeal is exhausted or any  
1223 stay is vacated by the commission or a court.

1224 **Section 14. Section 447.309, Florida Statutes, is amended**  
1225 **to read:**

1226 447.309 Collective bargaining; approval or rejection.—

1227 (1) After an employee organization has been certified as  
1228 the bargaining agent of a bargaining unit pursuant to ~~the~~  
1229 ~~provisions of~~ this part, the bargaining agent ~~for the~~  
1230 organization and the chief executive officer of the appropriate  
1231 public employer or employers, jointly, shall bargain  
1232 collectively in the determination of the wages, hours, and terms  
1233 and conditions of employment of the public employees within the  
1234 bargaining unit. The chief executive officer or his or her  
1235 representative and the bargaining agent or its representative  
1236 shall meet at reasonable times and bargain in good faith. In  
1237 conducting negotiations with the bargaining agent, the chief  
1238 executive officer or his or her representative shall consult  
1239 with, and attempt to represent the views of, the legislative  
1240 body of the public employer. Any collective bargaining agreement  
1241 reached by the negotiators shall be reduced to writing, and such  
1242 agreement shall be signed by the chief executive officer and the  
1243 bargaining agent. Any agreement signed by the chief executive  
1244 officer and the bargaining agent is ~~shall~~ not be binding on the  
1245 public employer until such agreement has been ratified by the  
1246 public employer and the ~~by~~ public employees in ~~who are members~~  
1247 ~~of~~ the bargaining unit, subject to subsection ~~the provisions of~~  
1248 ~~subsections~~ (2) ~~and~~ (3). However, with respect to statewide  
1249 bargaining units, any agreement signed by the Governor and the  
1250 bargaining agent for such a bargaining unit is ~~shall~~ not be

1251 binding until approved by the public employees in ~~who are~~  
1252 ~~members of~~ the bargaining unit, subject to subsection the  
1253 ~~provisions of subsections~~ (2) and (3).

1254 (2) (a) Upon execution of the collective bargaining  
1255 agreement, the chief executive shall, in his or her annual  
1256 budget request or by other appropriate means, request the  
1257 legislative body to appropriate such amounts as shall be  
1258 sufficient to fund the provisions of the collective bargaining  
1259 agreement.

1260 (b) If the state is a party to a collective bargaining  
1261 agreement in which less than the requested amount is  
1262 appropriated by the Legislature, the collective bargaining  
1263 agreement shall be administered on the basis of the amounts  
1264 appropriated by the Legislature. The failure of the Legislature  
1265 to appropriate funds sufficient to fund the collective  
1266 bargaining agreement shall not constitute, or be evidence of,  
1267 any unfair labor practice. All collective bargaining agreements  
1268 entered into by the state are subject to the appropriations  
1269 powers of the Legislature, and the provisions of this section  
1270 shall not conflict with the exclusive authority of the  
1271 Legislature to appropriate funds.

1272 (3) ~~If any provision of a collective bargaining agreement~~  
1273 ~~is in conflict with any law, ordinance, rule, or regulation over~~  
1274 ~~which the chief executive officer has no amendatory power, the~~  
1275 ~~chief executive officer shall submit to the appropriate~~

1276 governmental body having amendatory power a proposed amendment  
1277 to such law, ordinance, rule, or regulation. Unless and until  
1278 such amendment is enacted or adopted and becomes effective, the  
1279 conflicting provision of the collective bargaining agreement  
1280 shall not become effective.

1281 (3) (4) If the agreement is not ratified by the public  
1282 employer or is not approved by a majority vote of the public  
1283 employees voting in the unit, in accordance with procedures  
1284 adopted by the commission, the agreement shall be returned to  
1285 the chief executive officer and the bargaining agent employee  
1286 organization for further negotiations.

1287 (4) (5) A Any collective bargaining agreement may shall not  
1288 provide for a term of existence of more than 3 years and must  
1289 shall contain all of the terms and conditions of employment  
1290 negotiated by the bargaining agent and the public employer and  
1291 all of the disputed impasse issues resolved by the legislative  
1292 body's action taken pursuant to s. 447.403 of the employees in  
1293 the bargaining unit during such term except those terms and  
1294 conditions provided for in applicable merit and civil service  
1295 rules and regulations.

1296 **Section 15. Section 447.401, Florida Statutes, is amended**  
1297 **to read:**

1298 447.401 Grievance procedures.—Each public employer and  
1299 bargaining agent shall negotiate a grievance procedure to be  
1300 used for the settlement of disputes between a public employer

1301 and a public employee, or a group of public employees, involving  
1302 the interpretation or application of a collective bargaining  
1303 agreement. The Such grievance procedure must shall have as its  
1304 terminal step a final and binding disposition by an impartial  
1305 neutral, mutually selected by the parties; however, when the  
1306 issue under appeal is an allegation of abuse, abandonment, or  
1307 neglect of a child by a public ~~an~~ employee under s. 39.201 or an  
1308 allegation of abuse, neglect, or exploitation of a vulnerable  
1309 adult by a public employee under s. 415.1034, the grievance may  
1310 not be decided until such allegation ~~the abuse, abandonment, or~~  
1311 ~~neglect of a child~~ has been judicially determined. However, an  
1312 arbitrator ~~arbiter~~ or other neutral may ~~shall~~ not ~~have the power~~  
1313 ~~to~~ add to, subtract from, modify, or alter the terms of a  
1314 collective bargaining agreement. If an employee organization is  
1315 certified as the bargaining agent of a bargaining unit, the  
1316 grievance procedure then in existence may be the subject of  
1317 collective bargaining, and any agreement that ~~which~~ is reached  
1318 shall supersede the previously existing procedure. All public  
1319 employees ~~shall~~ have the right to a fair and equitable grievance  
1320 procedure administered without regard to membership or  
1321 nonmembership in any employee organization, except that  
1322 bargaining agents ~~may~~ ~~certified employee organizations~~ ~~shall~~ not  
1323 be required to process grievances for public employees who are  
1324 not members of the employee organization. A public ~~career~~  
1325 ~~service~~ employee may ~~use~~ ~~shall have the option of~~ utilizing the

1326 civil service appeal procedure, an unfair labor practice  
1327 procedure, or a grievance procedure established under this  
1328 section, but may not avail ~~such employee is precluded from~~  
1329 ~~avail~~ himself or herself of to more than one of these  
1330 procedures.

1331 **Section 16. Subsections (1) through (4) of section**  
1332 **447.403, Florida Statutes, are amended to read:**

1333 447.403 Resolution of impasses.—

1334 (1) If, after a reasonable period of negotiation  
1335 concerning the terms and conditions of employment to be  
1336 incorporated in a collective bargaining agreement, a dispute  
1337 exists between a public employer and a bargaining agent, either  
1338 party may declare an impasse by providing written notification  
1339 ~~shall be deemed to have occurred when one of the parties so~~  
1340 ~~declares in writing~~ to the other party and to the commission.  
1341 When an impasse occurs, the public employer or the bargaining  
1342 agent, or both parties acting jointly, may use ~~appoint~~, or  
1343 secure the services ~~appointment~~ of, a mediator to assist in the  
1344 resolution of the impasse. If the Governor is the public  
1345 employer or for an impasse declared pursuant to s. 447.4095, a  
1346 ~~no~~ mediator may not ~~shall~~ be appointed.

1347 (2) (a) If a ~~no~~ mediator is not used under subsection (1)  
1348 ~~appointed~~, or upon the request of either party, the commission  
1349 must ~~shall~~ appoint, and submit all unresolved issues to, a  
1350 special magistrate acceptable to both parties. If the parties

1351 are unable to agree on the appointment of a special magistrate,  
1352 the commission must ~~shall~~ appoint, in its discretion, a  
1353 qualified special magistrate. However, if the parties agree in  
1354 writing to waive the appointment of a special magistrate, the  
1355 parties may proceed directly to resolution of the impasse by the  
1356 legislative body pursuant to paragraph (4)(d). Nothing in this  
1357 section precludes the parties from using the services of a  
1358 mediator at any time during the conduct of collective  
1359 bargaining.

1360 (b) If the Governor is the public employer, a ~~no~~ special  
1361 magistrate may ~~not~~ shall be appointed. The parties must ~~may~~  
1362 proceed directly to the Legislature for resolution of the  
1363 impasse pursuant to paragraph (4)(d).

1364 (c) For an impasse declared pursuant to s. 447.4095(2),  
1365 the parties must agree on a special magistrate and submit the  
1366 agreed-upon name to the commission within 5 calendar days after  
1367 the declaration of impasse. Within 2 business days after the  
1368 submission of the special magistrate's name, the commission must  
1369 appoint the agreed-upon special magistrate. If the parties do  
1370 not submit the name of an agreed-upon special magistrate to the  
1371 commission within 5 calendar days after the declaration of  
1372 impasse, the commission must appoint a special magistrate of its  
1373 choosing within 5 calendar days after the parties' deadline to  
1374 submit the name of the agreed-upon special magistrate. Within 5  
1375 calendar days after the special magistrate is appointed, each

1376 party must submit a list of issues at impasse to the special  
1377 magistrate and serve a copy of the list on the other party at  
1378 the same time.

1379 (3) The special magistrate must shall hold a hearing  
1380 hearings in order to define the area or areas of dispute, to  
1381 determine facts relating to the dispute, and to render a  
1382 decision on any and all unresolved contract issues. The hearing  
1383 must hearings shall be held at a time, date, and place times,  
1384 dates, and places to be established by the special magistrate in  
1385 accordance with rules adopted promulgated by the commission. For  
1386 an impasse declared pursuant to s. 447.4095(2), a hearing must  
1387 be held within 20 calendar days after the parties submit the  
1388 list of issues at impasse to the special magistrate. The special  
1389 magistrate may shall be empowered to administer oaths and issue  
1390 subpoenas on behalf of the parties to the dispute or on his or  
1391 her own behalf. Within 15 calendar days after the close of the  
1392 final hearing, or 7 calendar days after the close of the hearing  
1393 for an impasse declared pursuant to s. 447.4095(2), the special  
1394 magistrate must submit shall transmit his or her recommended  
1395 decision to the commission and to the representatives of both  
1396 parties by any method of service that establishes proof of  
1397 delivery registered mail, return receipt requested. Such  
1398 recommended decision must shall be discussed by the parties, and  
1399 each recommendation of the special magistrate is shall be deemed  
1400 approved by both parties unless specifically rejected by either

1401 party by written notice filed with the commission within 20  
1402 calendar days, or 10 calendar days for an impasse declared  
1403 pursuant to s. 447.4095(2), after the date the party received  
1404 the special magistrate's recommended decision. The written  
1405 notice must shall include a statement of the cause for each  
1406 rejection and shall be served upon the other party at the same  
1407 time as it is filed with the commission.

1408 (4) If either the public employer or the bargaining agent  
1409 ~~employee organization~~ does not accept, in whole or in part, the  
1410 recommended decision of the special magistrate, all of the  
1411 following procedures apply:

1412 (a) The chief executive officer of the governmental entity  
1413 involved shall, within 10 calendar days after rejection of a  
1414 recommendation of the special magistrate, submit to the  
1415 legislative body of the governmental entity involved a copy of  
1416 the findings of fact and recommended decision of the special  
1417 magistrate, together with the chief executive officer's  
1418 recommendations for settling the disputed impasse issues. The  
1419 chief executive officer shall also submit ~~transmit~~ his or her  
1420 recommendations to the bargaining agent at the same time as the  
1421 recommendations are submitted to the legislative body. ~~employee~~  
1422 ~~organization;~~

1423 (b) Within 10 calendar days after rejection of a  
1424 recommendation of the special magistrate, the bargaining agent  
1425 ~~employee organization~~ shall submit its recommendations for

1426 settling the disputed impasse issues to such legislative body  
1427 and to the chief executive officer.~~;~~

1428 (c) The legislative body or its a duly authorized  
1429 committee ~~thereof~~ shall ~~forthwith~~ conduct a public hearing at  
1430 which the parties shall ~~be required to~~ explain their positions  
1431 with respect to the rejected recommendations of the special  
1432 magistrate. For an impasse declared pursuant to s. 447.4095(2),  
1433 the legislative body must conduct the public hearing within 20  
1434 calendar days after the parties submit their recommendations to  
1435 the legislative body.~~;~~

1436 (d) Thereafter, the legislative body shall take such  
1437 action as it deems to be in the public interest, including the  
1438 interest of the public employees involved, to resolve all  
1439 disputed impasse issues. For an impasse declared pursuant to s.  
1440 447.4095(2), the legislative body must take action within 10  
1441 calendar days after the close of the public hearing.~~;~~ and

1442 (e) 1. Following the resolution of the disputed impasse  
1443 issues by the legislative body, the parties shall reduce to  
1444 writing an agreement which includes those issues agreed to by  
1445 the parties and those disputed impasse issues resolved by the  
1446 legislative body's action taken pursuant to paragraph (d). For  
1447 an impasse declared pursuant to s. 447.4095(2), the parties must  
1448 reduce the agreement to writing within 10 calendar days after  
1449 the resolution of the disputed impasse issues by the legislative  
1450 body.

1451        2. The agreement must ~~shall~~ be signed by the chief  
1452 executive officer and the bargaining agent and ~~shall~~ be  
1453 submitted to the public employer and ~~to~~ the public employees in  
1454 ~~who are members of~~ the bargaining unit for ratification. For an  
1455 impasse declared pursuant to s. 447.4095(2), the chief executive  
1456 officer and the bargaining agent must sign the agreement within  
1457 7 calendar days after the agreement is reduced to writing and  
1458 must submit the agreement to the public employer and the  
1459 bargaining unit for ratification within 10 calendar days after  
1460 the agreement is signed. For an impasse declared pursuant to s.  
1461 447.4095(2), the agreement must be signed, submitted, and  
1462 ratified separately from other bargainable issues.

1463        3. If the ~~such~~ agreement is not ratified by all parties,  
1464 pursuant to ~~the provisions of~~ s. 447.309, the legislative body's  
1465 action taken pursuant to ~~the provisions of~~ paragraph (d) shall  
1466 take effect as of the date of such legislative body's action for  
1467 the remainder of the first fiscal year which was the subject of  
1468 negotiations; however, the legislative body's action may ~~shall~~  
1469 not take effect with respect to those disputed impasse issues  
1470 that ~~which~~ establish the language of contractual provisions that  
1471 ~~which~~ could have no effect in the absence of a ratified  
1472 agreement, including, but not limited to, preambles, recognition  
1473 clauses, and duration clauses.

1474        **Section 17. Section 447.405, Florida Statutes, is amended**  
1475 **to read:**

1476        447.405 Factors to be considered by the special  
1477 magistrate.—The special magistrate shall conduct the hearings  
1478 and render recommended decisions with the objective of achieving  
1479 a prompt, peaceful, and just settlement of disputes between the  
1480 bargaining agents ~~public employee organizations~~ and the public  
1481 employers. The factors, ~~among others~~, to be given weight by the  
1482 special magistrate in arriving at a recommended decision must  
1483 shall include:

1484        (1) Comparison of the annual income of employment of the  
1485 public employees in question with the annual income of  
1486 employment maintained for the same or similar work of employees  
1487 exhibiting like or similar skills under the same or similar  
1488 working conditions in the local operating area involved.

1489        (2) Comparison of the annual income of employment of the  
1490 public employees in question with the annual income of  
1491 employment of public employees in similar public employee  
1492 governmental bodies of comparable size within this ~~the~~ state.

1493        (3) The interest and welfare of the public.

1494        (4) Comparison of peculiarities of employment in regard to  
1495 other trades or professions, specifically with respect to:

1496        (a) Hazards of employment.

1497        (b) Physical qualifications.

1498        (c) Educational qualifications.

1499        (d) Intellectual qualifications.

1500        (e) Job training and skills.

1501 (f) Retirement plans.  
1502 (g) Sick leave.  
1503 (h) Job security.  
1504 (5) Availability of funds.

1505 **Section 18. Section 447.4095, Florida Statutes, is amended**  
1506 **to read:**

1507 447.4095 Financial urgency.—  
1508 (1) In the event of a financial urgency requiring  
1509 modification of an agreement, the chief executive officer or his  
1510 or her representative and the bargaining agent or its  
1511 representative must ~~shall~~ meet as soon as possible to negotiate  
1512 the impact of the financial urgency. If after a reasonable  
1513 period of negotiation, which may ~~shall~~ not exceed 14 calendar  
1514 days, a dispute exists between the public employer and the  
1515 bargaining agent, an impasse is ~~shall~~ be deemed to have  
1516 occurred, and one of the parties must ~~shall~~ so declare in  
1517 writing to the other party and to the commission. The parties  
1518 must ~~shall~~ then proceed to follow the requirements under  
1519 ~~pursuant to the provisions of~~ s. 447.403. An unfair labor  
1520 practice charge may ~~shall~~ not be filed during the 14 calendar  
1521 days during which negotiations are occurring under ~~pursuant to~~  
1522 this section.

1523 (2) Salary increases appropriated by the Legislature are,  
1524 for purposes of this section, considered a financial urgency. In  
1525 the event of salary increases appropriated by the Legislature

1526     which require modification of an agreement, the chief executive  
1527     officer or his or her representative and the bargaining agent or  
1528     its representative must meet within 15 calendar days after the  
1529     effective date of the appropriation to negotiate the impact of  
1530     the financial urgency. If 30 calendar days after the effective  
1531     date of the appropriation, a dispute exists between the public  
1532     employer and the bargaining agent as to the impact of the  
1533     financial urgency, one of the parties must, within 2 business  
1534     days, declare an impasse in writing to the other party and to  
1535     the commission. The parties must then proceed to follow the  
1536     requirements under s. 447.403. An unfair labor practice charge  
1537     may not be filed during the 30-day period of negotiations or  
1538     while the parties are proceeding through the resulting impasse  
1539     process. This subsection does not apply to public employees in  
1540     public safety units, as defined in s. 447.203.

1541     **Section 19. Paragraphs (c) and (f) of subsection (1) and**  
1542     **subsection (2) of section 447.501, Florida Statutes, are**  
1543     **amended, and paragraph (g) is added to subsection (1) of that**  
1544     **section, to read:**

1545       447.501 Unfair labor practices.—

1546       (1) Public employers or their agents or representatives  
1547     are prohibited from:

1548       (c) Refusing to bargain collectively, failing to bargain  
1549     collectively in good faith, or refusing to sign a final  
1550     agreement agreed upon with the ~~certified~~ bargaining agent for

1551 the public employees in the bargaining unit.

1552 (f) Refusing to discuss grievances in good faith pursuant  
1553 to the terms of the collective bargaining agreement with either  
1554 the ~~certified~~ bargaining agent for the public employee or the  
1555 employee involved.

1556 (g) Failing to provide to any employee organization or any  
1557 petitioning public employee who is seeking to support, oppose,  
1558 or intervene in the certification, recertification, or  
1559 decertification of a bargaining agent equal access to the public  
1560 employer's facilities and its internal means of communication  
1561 for those purposes. The public employer must provide such equal  
1562 access from the date of the filing of a petition pursuant to s.  
1563 447.307 or s. 447.308 until the final resolution of the  
1564 petition.

1565 (2) An A public employee organization or anyone acting on  
1566 in its behalf or its officers, representatives, agents, or  
1567 members are prohibited from:

1568 (a) Interfering with, restraining, or coercing public  
1569 employees in the exercise of any rights guaranteed them under  
1570 this part or interfering with, restraining, or coercing  
1571 managerial employees by reason of their performance of job  
1572 duties or other activities undertaken in the interests of the  
1573 public employer.

1574 (b) Causing or attempting to cause a public employer to  
1575 discriminate against a public an employee because of such the

1576 employee's membership or nonmembership in an employee  
1577 organization or attempting to cause the public employer to  
1578 violate ~~any of the provisions of~~ this part.

1579 (c) Refusing to bargain collectively or failing to bargain  
1580 collectively in good faith with a public employer.

1581 (d) Discriminating against a public ~~an~~ employee because he  
1582 or she has signed or filed an affidavit, a petition, or a  
1583 complaint or given any information or testimony in any  
1584 proceedings provided for in this part.

1585 (e) Participating in a strike against the public employer  
1586 by instigating or supporting, in any positive manner, a strike.

1587 A person who violates ~~Any violation of~~ this paragraph is shall  
1588 subject ~~the violator~~ to the penalties provided in this part.

1589 (f) Instigating or advocating support, in any positive  
1590 manner, for an employee organization's activities from high  
1591 school or grade school students or students in institutions of  
1592 higher learning.

1593 **Section 20. Subsection (1) of section 447.503, Florida  
1594 Statutes, is amended to read:**

1595 447.503 Charges of unfair labor practices.—It is the  
1596 intent of the Legislature that the commission act as  
1597 expeditiously as possible to settle disputes regarding alleged  
1598 unfair labor practices. To this end, violations of the  
1599 provisions of s. 447.501 shall be remedied by the commission in  
1600 accordance with the following procedures and in accordance with

1601 chapter 120; however, to the extent that chapter 120 is  
1602 inconsistent with the provisions of this section, the procedures  
1603 contained in this section shall govern:

1604 (1) A proceeding to remedy a violation of ~~the provisions~~  
1605 ~~of s. 447.501~~ must ~~shall~~ be initiated by the filing of a charge  
1606 with the commission by a public ~~an~~ employer, a public employee,  
1607 or an employee organization, or any combination thereof, whose  
1608 substantial interests will be affected as referenced in chapter  
1609 120. Such a charge must ~~shall~~ contain a clear and concise  
1610 statement of facts constituting the alleged unfair labor  
1611 practice, including the names of all individuals involved in the  
1612 alleged unfair labor practice, and include specific reference to  
1613 the provisions of s. 447.501 alleged to have been violated, and  
1614 such other relevant information as the commission may by rule  
1615 require or allow. Service of the charge must ~~shall~~ be made upon  
1616 each named respondent at the time of filing with the commission.  
1617 The charge must be accompanied by sworn statements and  
1618 documentary evidence sufficient to establish a prima facie  
1619 violation of the applicable unfair labor practice provision.  
1620 Such supporting evidence is not to be attached to the charge and  
1621 is to be furnished only to the commission.

1622 **Section 21. Subsections (2) through (5) and paragraph (a)**  
1623 **of subsection (6) of section 447.507, Florida Statutes, are**  
1624 **amended to read:**

1625 447.507 Violation of strike prohibition; penalties.—

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1626 (2) If a public employee, a group of public employees, an  
1627 employee organization, or any officer, agent, or representative  
1628 of any employee organization engages in a strike in violation of  
1629 s. 447.505, either the commission or any public employer whose  
1630 public employees are involved or whose public employees may be  
1631 affected by the strike may file suit to enjoin the strike in the  
1632 circuit court having proper jurisdiction and proper venue of  
1633 such actions under the Florida Rules of Civil Procedure and  
1634 Florida Statutes. The circuit court shall conduct a hearing,  
1635 with notice to the commission and to all interested parties, at  
1636 the earliest practicable time. If the plaintiff makes a prima  
1637 facie showing that a violation of s. 447.505 is in progress or  
1638 that there is a clear, real, and present danger that such a  
1639 strike is about to commence, the circuit court must issue  
1640 a temporary injunction enjoining the strike. Upon final hearing,  
1641 the circuit court shall either make the injunction permanent or  
1642 dissolve it.

1643 (3) If an injunction to enjoin a strike issued pursuant to  
1644 this section is not promptly complied with, on the application  
1645 of the plaintiff, the circuit court shall immediately initiate  
1646 contempt proceedings against those who appear to be in  
1647 violation. An employee organization found to be in contempt of  
1648 court for violating an injunction against a strike shall be  
1649 fined an amount deemed appropriate by the court. In determining  
1650 the appropriate fine, the court shall objectively consider the

1651 extent of lost services and the particular nature and position  
1652 of the public employee group in violation. A ~~In no event shall~~  
1653 ~~the fine may not exceed \$30,000 \$5,000~~. Each officer, agent, or  
1654 representative of an employee organization found to be in  
1655 contempt of court for violating an injunction against a strike  
1656 shall be fined at least \$300, but not more than \$600, not less  
1657 ~~than \$50 nor more than \$100~~ for each calendar day that the  
1658 violation is in progress.

1659 (4) An employee organization is ~~shall~~ be liable for any  
1660 damages that ~~which~~ might be suffered by a public employer as a  
1661 result of a violation of ~~the provisions of~~ s. 447.505 by the  
1662 employee organization or its representatives, officers, or  
1663 agents. The circuit court having jurisdiction over such actions  
1664 may ~~is empowered to~~ enforce judgments against employee  
1665 organizations in the amount deemed appropriate by the court in  
1666 accordance with this section. An action may not, as defined in  
1667 ~~this part, by attachment or garnishment of union initiation fees~~  
1668 ~~or dues which are to be deducted or checked off by public~~  
1669 ~~employers. No action shall~~ be maintained pursuant to this  
1670 subsection until all proceedings that ~~which~~ were pending before  
1671 the commission at the time of the strike or that ~~which~~ were  
1672 initiated within 30 days after ~~ef~~ the strike have been finally  
1673 adjudicated or otherwise disposed of. In determining the amount  
1674 of damages, if any, to be awarded to the public employer, the  
1675 trier of fact shall take into consideration any action or

1676 inaction by the public employer or its agents that provoked or  
1677 tended to provoke the strike by the public employees. The trier  
1678 of fact shall also take into consideration any damages that  
1679 might have been recovered by the public employer under  
1680 subparagraph (6)(a)4.

1681 (5) If the commission, after a hearing on notice conducted  
1682 according to rules adopted ~~promulgated~~ by the commission,  
1683 determines that a public ~~an~~ employee has violated s. 447.505, it  
1684 may order the termination of such employee's ~~his or her~~  
1685 employment by the public employer. Notwithstanding any other  
1686 provision of law, a person knowingly violating s. 447.505 ~~the~~  
1687 ~~provision of said section~~ may, subsequent to such violation, be  
1688 appointed, reappointed, employed, or reemployed as a public  
1689 employee, but only upon the following conditions:

1690 (a) Such person shall be on probation for ~~a period of~~ 18  
1691 months after ~~following~~ his or her appointment, reappointment,  
1692 employment, or reemployment, during which period he or she shall  
1693 serve without permanent status and at the pleasure of the agency  
1694 head.

1695 (b) His or her compensation may not ~~in no event~~ exceed the  
1696 compensation ~~that~~ received immediately before ~~prior to~~ the time  
1697 of the violation.

1698 (c) The compensation of the person may not be increased  
1699 until at least ~~after the expiration of~~ 1 year after ~~from~~ such  
1700 appointment, reappointment, employment, or reemployment.

1701 (6) (a) If the commission determines that an employee  
1702 organization has violated s. 447.505, it may:

1703 1. Issue cease and desist orders as necessary to ensure  
1704 compliance with its order.

1705 2. Suspend or revoke the certification of the ~~employee~~  
1706 ~~organization as the~~ bargaining agent of such bargaining employee  
1707 unit.

1708 3. Revoke any requirement of the public employer to engage  
1709 in membership the right of dues deduction for the and collection  
1710 previously granted to said employee organization pursuant to s.  
1711 447.303.

1712 4. Fine the organization up to \$120,000 ~~\$20,000~~ for each  
1713 calendar day of such violation or determine the approximate cost  
1714 to the public due to each calendar day of the strike and fine  
1715 the organization an amount equal to such cost, regardless of  
1716 whether the fine exceeds \$120,000 notwithstanding the fact that  
1717 ~~the fine may exceed \$20,000~~ for each such calendar day. The  
1718 fines so collected ~~shall~~ immediately accrue to the public  
1719 employer and must ~~shall~~ be used by the public employer him or  
1720 ~~her~~ to replace those services denied the public as a result of  
1721 the strike. In determining the amount of damages, if any, to be  
1722 awarded to the public employer, the commission must consider  
1723 ~~shall take into consideration~~ any action or inaction by the  
1724 public employer or its agents that provoked, or tended to  
1725 provoke, the strike by the public employees.

1726       **Section 22. Subsection (3) of section 447.509, Florida**  
1727       **Statutes, is renumbered as subsection (6), and new subsections**  
1728       **(3), (4), and (5) are added to that section, to read:**

1729       447.509 Other unlawful acts; exceptions.—

1730       (3) Public employers, their agents or representatives, or  
1731       any persons acting on their behalf may not provide any form of  
1732       compensation or paid leave to a public employee, directly or  
1733       indirectly, for the purpose of engaging in employee organization  
1734       activities.

1735       (4) Notwithstanding subsection (3), if the public employer  
1736       and the bargaining agent agree, a public employee may do any of  
1737       the following:

1738       (a) Be granted time off without pay or benefits to engage  
1739       in employee organization activities. An employee organization  
1740       may compensate a public employee for engaging in employee  
1741       organization activities.

1742       (b) Use compensated personal leave, whether the leave is  
1743       the public employee's or is voluntarily donated by other public  
1744       employees in the bargaining unit, to engage in employee  
1745       organization activities if:

1746       1. The leave is accrued at the same rate by similarly  
1747       situated public employees in the bargaining unit without regard  
1748       to membership in or participation with an employee organization.

1749       2. The public employee may freely choose how to use the  
1750       leave.

1751     (c) Engage in representational employee organization  
1752     activities on behalf of the bargaining agent while in a duty  
1753     status without loss of pay or benefits.

1754     (5) Subsections (3) and (4) do not apply to public  
1755     employees in public safety units.

1756     **Section 23. Subsection (3) of section 110.114, Florida**  
1757     **Statutes, is amended to read:**

1758     110.114 Employee wage deductions.—

1759     (3) Notwithstanding the provisions of subsections (1) and  
1760     (2), the deduction of an employee's membership dues deductions  
1761     as defined in s. 447.203 s. 447.203(15) for an employee  
1762     organization as defined in s. 447.203(11) shall be authorized or  
1763     permitted only for an organization that has been certified  
1764     pursuant to chapter 447 as the exclusive bargaining agent  
1765     pursuant to chapter 447 for a unit of public state employees in  
1766     which the employee is included. Such deductions shall be subject  
1767     to the provisions of s. 447.303.

1768     **Section 24. Paragraph (w) of subsection (2) of section**  
1769     **110.205, Florida Statutes, is amended to read:**

1770     110.205 Career service; exemptions.—

1771     (2) EXEMPT POSITIONS.—The exempt positions that are not  
1772     covered by this part include the following:

1773     (w) Managerial employees and, as defined in s. 447.203(4),  
1774     confidential employees, as those terms are defined in s. 447.203  
1775     s. 447.203(5), and supervisory employees who spend the majority

1776 of their time communicating with, motivating, training, and  
1777 evaluating employees, and planning and directing employees'  
1778 work, and who have the authority to hire, transfer, suspend, lay  
1779 off, recall, promote, discharge, assign, reward, or discipline  
1780 subordinate employees or effectively recommend such action,  
1781 including all employees serving as supervisors, administrators,  
1782 and directors. Excluded are employees also designated as special  
1783 risk or special risk administrative support and attorneys who  
1784 serve as administrative law judges pursuant to s. 120.65 or for  
1785 hearings conducted pursuant to s. 120.57(1)(a). Additionally,  
1786 registered nurses licensed under chapter 464, dentists licensed  
1787 under chapter 466, psychologists licensed under chapter 490 or  
1788 chapter 491, nutritionists or dietitians licensed under part X  
1789 of chapter 468, pharmacists licensed under chapter 465,  
1790 psychological specialists licensed under chapter 491, physical  
1791 therapists licensed under chapter 486, and speech therapists  
1792 licensed under part I of chapter 468 are excluded, unless  
1793 otherwise collectively bargained.

1794 **Section 25. Subsection (6) of section 112.3187, Florida  
1795 Statutes, is amended to read:**

1796 112.3187 Adverse action against employee for disclosing  
1797 information of specified nature prohibited; employee remedy and  
1798 relief.—

1799 (6) TO WHOM INFORMATION DISCLOSED.—The information  
1800 disclosed under this section must be disclosed to any agency or

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1801 federal government entity having the authority to investigate,  
1802 police, manage, or otherwise remedy the violation or act,  
1803 including, but not limited to, the Office of the Chief Inspector  
1804 General, an agency inspector general or the employee designated  
1805 as agency inspector general under s. 112.3189(1) or inspectors  
1806 general under s. 20.055, the Florida Commission on Human  
1807 Relations, and the whistle-blower's hotline created under s.  
1808 112.3189. However, for disclosures concerning a local  
1809 governmental entity, including any regional, county, or  
1810 municipal entity, special district, community college district,  
1811 or school district or any political subdivision of any of the  
1812 foregoing, the information must be disclosed to a chief  
1813 executive officer as defined in s. 447.203 ~~s. 447.203(9)~~ or  
1814 other appropriate local official.

1815 **Section 26. Subsection (5) of section 121.031, Florida  
1816 Statutes, is amended to read:**

1817 121.031 Administration of system; appropriation; oaths;  
1818 actuarial studies; public records.—

1819 (5) The names and addresses of retirees are confidential  
1820 and exempt from ~~the provisions of~~ s. 119.07(1) to the extent  
1821 that no state or local governmental agency may provide the names  
1822 or addresses of such persons in aggregate, compiled, or list  
1823 form to any person except to a public agency engaged in official  
1824 business. However, a state or local government agency may  
1825 provide the names and addresses of retirees from that agency to

1826 a bargaining agent as defined in s. 447.203 ~~s. 447.203(12)~~ or to  
1827 a retiree organization for official business use. Lists of names  
1828 or addresses of retirees may be exchanged by public agencies,  
1829 but such lists shall not be provided to, or open for inspection  
1830 by, the public. Any person may view or copy any individual's  
1831 retirement records at the Department of Management Services, one  
1832 record at a time, or may obtain information by a separate  
1833 written request for a named individual for which information is  
1834 desired.

1835 **Section 27. Subsection (1) of section 447.02, Florida  
1836 Statutes, is amended to read:**

1837 447.02 Definitions.—The following terms, when used in this  
1838 chapter, shall have the meanings ascribed to them in this  
1839 section:

1840 (1) The term "labor organization" means any organization  
1841 of employees or local or subdivision thereof, having within its  
1842 membership residents of the state, whether incorporated or not,  
1843 organized for the purpose of dealing with employers concerning  
1844 hours of employment, rate of pay, working conditions, or  
1845 grievances of any kind relating to employment and recognized as  
1846 a unit of bargaining by one or more employers doing business in  
1847 this state, except that an "employee organization," as defined  
1848 in s. 447.203 ~~s. 447.203(11)~~, shall be included in this  
1849 definition at such time as it seeks to register pursuant to s.  
1850 447.305.

1851       **Section 28. Section 447.609, Florida Statutes, is amended**  
1852       **to read:**

1853       447.609 Representation in proceedings.—Any full-time  
1854       employee or officer of any public employer or employee  
1855       organization may represent his or her employer or any public  
1856       employee in ~~member of~~ a bargaining unit in any proceeding  
1857       authorized in this part, excluding the representation of any  
1858       person or public employer in a court of law by a person who is  
1859       not a licensed attorney.

1860       **Section 29. Subsection (2) of section 1011.60, Florida**  
1861       **Statutes, is amended to read:**

1862       1011.60 Minimum requirements of the Florida Education  
1863       Finance Program.—Each district which participates in the state  
1864       appropriations for the Florida Education Finance Program shall  
1865       provide evidence of its effort to maintain an adequate school  
1866       program throughout the district and shall meet at least the  
1867       following requirements:

1868       (2) MINIMUM TERM.—Operate all schools for a term of 180  
1869       actual teaching days or the equivalent on an hourly basis as  
1870       specified by rules of the State Board of Education each school  
1871       year. The State Board of Education may prescribe procedures for  
1872       altering, and, upon written application, may alter, this  
1873       requirement during a national, state, or local emergency as it  
1874       may apply to an individual school or schools in any district or  
1875       districts if, in the opinion of the board, it is not feasible to

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1876 make up lost days or hours, and the apportionment may, at the  
1877 discretion of the Commissioner of Education and if the board  
1878 determines that the reduction of school days or hours is caused  
1879 by the existence of a bona fide emergency, be reduced for such  
1880 district or districts in proportion to the decrease in the  
1881 length of term in any such school or schools. A strike, as  
1882 defined in s. 447.203 ~~s. 447.203(6)~~, by employees of the school  
1883 district may not be considered an emergency.

1884 **Section 30.** This act shall take effect July 1, 2026.