



## **Appropriations Conference Chairs**

### **SB 2504 - State Employees (Collective Bargaining)**

#### **SENATE OFFER 1**

**Monday, April 29, 2019  
7:00 p.m.  
412 Knott Building**

**Senate Appropriations Committee/House Appropriations Committee**

**Fiscal Year 2019-2020**

**Collective Bargaining - Senate Bill 2504/ House Bill 5005**

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer
1	<b>Federation of Physicians and Dentists:</b>			
2	<b>Selected Exempt Service (SES) - Attorneys Unit (24, Articles agreed to, 1 Article at Impasse)</b>			
3	18 – Wages	<u>State Proposal of February 1, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.	<u>Union Proposal of March 4, 2019:</u> 5 percent pay increase for eligible full-time and part-time covered employees.  Replace the term "exemplary" with "commendable" for purposes of the performance standard for merit increases.	GAA
4	<b>Selected Exempt Service (SES) - Supervisory Non-professional Unit (29 Articles agreed to, 1 Article at Impasse)</b>			
5	25 – Wages	<u>State Proposal of February 1, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.	<u>Union Proposal of March 4, 2019:</u> 5 percent pay increase for eligible full-time and part-time covered employees.  Replace the term "exemplary" with "commendable" for purposes of the performance standard for merit increases.	GAA
6	<b>Selected Exempt Service (SES) - Physicians Unit (24 Articles agreed to, 1 Article at Impasse)</b>			
7	18 – Wages	<u>State Proposal of February 1, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.	<u>Union Proposal of March 4, 2019:</u> 5 percent pay increase for eligible full-time and part-time covered employees.  Replace the term "exemplary" with "commendable" for purposes of the performance standard for merit increases.	GAA
8	<b>Florida State Fire Service Association - Fire Service Unit (1 Article agreed to, 3 Articles at Impasse)</b>			
9	13 - Health and Welfare	<u>State Proposal of February 1, 2019:</u> State employee insurance plan remain unchanged until June 30, 2020.  <u>State Proposal of March 4, 2019:</u> Status quo for Sections 2, 3, 4. Do not agree with Union proposal for new Section 5.	<u>Union Proposal of January 31, 2019:</u> Adds Section 5 - Laundry and Showers for Decontamination. Requires the state to provide laundry and decontamination shower facilities for fire service staff. (The proposal doesn't specify location of the facilities.)	GAA/Status Quo for the proposed new Section
10	24 - On-Call Assignment, Call-Back and Residency	<u>State Proposal of March 4, 2019:</u> Status Quo.	<u>Union Proposal of January 31, 2019:</u> Increase the On-Call Additive from \$1 to \$2 per hour.	GAA

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11	25 - Wages	<u>State Proposal of February 1, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.	<p><u>Union Proposal of January 31, 2019:</u> \$2,500 salary increase retroactively to June 30, 2018, for the following job classes: Fire Protection Specialist, Field Representative Supervisor, Field Representative, Fire College Instructor Supervisor and Fire College Instructor.</p> <p>8 percent salary increase to all employees covered by the bargaining unit.</p> <p>Require Agency Heads to provide merit increases based on employees exemplary performance.</p> <p>Each agency shall provide promotional (minimum \$2,500) and annual step increases to all bargaining unit members.</p>	GAA
12	<b>AFSCME Florida Council 79 (5 Articles agreed to, 1 Article at Impasse)</b>			
13	25 – Wages	<u>State Proposal of February 1, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.	<p><u>Union Proposal of January 7, 2019:</u> Provide a 5 percent annual wage increase.</p> <p>Grant merit pay increases based on "commendable" rather than "exemplary" performance.</p>	GAA
14	<b>Police Benevolent Association:</b>			
15	<b>Law Enforcement Unit (2 Articles agreed to, 2 Article at Impasse)</b>			
16	18 - Hours of Work, Leave and Job-Connected Disability	<p><u>State Proposals of March 4, 2019:</u> Removing contract language providing a 40-hour workweek during a declared emergency for the purpose of overtime calculation.</p> <p><u>State Proposal of April 3, 2019:</u> Revises the methodology to use and be reimbursed for Special Compensatory Leave</p>	<u>Union Proposal of April 16, 2019:</u> Alternative language to the state proposal pertaining the 40-hour workweek during a declared emergency for the purpose of overtime calculation.	Status Quo for 40-hour workweek; State Proposal for Reimbursement of Special Compensatory Leave.

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17	25 – Wages	<p><u>State Proposal of February 1, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.</p> <p><u>State Proposal of April 3, 2019:</u> The state does not agree with the Union's proposal of February 25, 2019.</p>	<p><u>Union Proposal of January 2, 2019:</u> 3.5 percent increase for all bargaining unit employees.</p> <p><u>Union Proposal of February 19, 2019:</u> 3.5 percent increase for all bargaining unit employees, but adds that Union is open to including a career development plan, specialty pay and critical market pay additives.</p> <p><u>Union Proposal of February 25, 2019:</u> Require agencies to consult with union before granting discretionary pay adjustments.</p>	GAA
18	<b>Florida Highway Patrol Unit (2 Articles Agreed to, 2 Article at Impasse)</b>			
19	18 - Hours of Work, Leave and Job-Connected Disability	<p><u>State Proposals of March 4, 2019:</u> Removing contract language providing a 40-hour workweek during a declared emergency for the purpose of overtime calculation.</p> <p><u>State Proposal of April 3, 2019:</u> Revises the methodology to use and be reimbursed for Special Compensatory Leave</p>	<p><u>Union Proposal of April 16, 2019:</u> Alternative language to the state proposal pertaining the 40-hour workweek during a declared emergency for the purpose of overtime calculation.</p>	Status Quo for 40-hour workweek; State Proposal for Reimbursement of Special Compensatory Leave.
20	25 – Wages	<p><u>State Proposal of February 1, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.</p> <p><u>State Proposal of April 3, 2019:</u> The state does not agree with the Union's proposal of February 25, 2019.</p>	<p><u>Union Proposal of January 2, 2019:</u> 3.5 percent increase for all bargaining unit employees.</p> <p><u>Union Proposal of February 19, 2019:</u> 3.5 percent increase for all bargaining unit employees, but adds that Union is open to including a career development plan, specialty pay and critical market pay additives.</p> <p><u>Union Proposal of February 25, 2019:</u> Require agencies to consult with union before granting discretionary pay adjustments.</p>	GAA
21	<b>Florida Lottery Unit (2 Articles at Impasse)</b>			
22	17 - Insurance	State Proposal of February 8, 2019: Status Quo	No proposal	GAA

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23	22 - Wages	<u>State Proposal of February 1, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.	<u>Union Proposal of February 19, 2019:</u> 3.5 percent increase for all bargaining unit employees.	GAA
24	<b>Special Agent (2 Articles agreed to, 2 Articles at Impasse)</b>			
25	23 - Workday, Workweek and Overtime	<u>State Proposals of March 4, 2019:</u> Removing contract language providing a 40-hour workweek during a declared emergency for the purpose of overtime calculation.	No proposal.	Status Quo
26	25 – Wages	<u>State Proposal of February 1, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.  <u>State Proposal of April 3, 2019:</u> The state does not agree with the Union's proposal of February 25, 2019.	<u>Union Proposal of January 2, 2019:</u> 3.5 percent increase for all bargaining unit employees.  <u>Union Proposal of February 19, 2019:</u> 3.5 percent increase for all bargaining unit employees, but adds that Union is open to including a career development plan, specialty pay and critical market pay additives.  <u>Union Proposal of February 25, 2019:</u> Require agencies to consult with union before granting discretionary pay adjustments.	GAA
27	<b>Security Services Unit (# Articles agreed to, 1 Article at Impasse)</b>			
28	25 – Wages	<u>State Proposal of February 1, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.	<u>Union Proposal of January 2, 2019:</u> \$1,500 salary increase for Correctional Probation Officers.  10 percent salary increase for all bargaining unit members.  \$2,500 salary increase for members with 10 or more years of service.  <u>Union Proposal of February 27, 2019:</u> 5 percent salary increase for all bargaining unit members.  \$1,500 salary increase for members with 4 or more years of service.	GAA
29	<b>Florida Nurses Association - Professional Health Care Unit (1 Article agreed to, 3 Articles at Impasse)</b>			

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30	23 - Hours of Work/Compensatory Time	<u>State's Proposal of March 1, 2019:</u> Status Quo.	<u>Union's proposal of November 19, 2018:</u> Provide additional compensation for work during emergency conditions and holidays beyond the current provisions providing for ongoing payment for special compensatory leave.	Status Quo
31	25 - Wages	<u>State Proposal of February 1, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.	<u>Union Proposal of November 29, 2018:</u> 5 percent salary increase. In addition, a 3 percent increase for employees with 15 years or more of service, 2 percent for 10 years or more, and 1 percent increase for 5 years or more.	GAA
32	26 - Differential Pay	<u>State Proposal of March 1, 2019:</u> Status Quo	<u>Union Proposal of November 19, 2018:</u> Increase shift differential from \$1 to \$2 per hour. An amount greater than \$2 per hour may be paid if approved by Secretary of DMS.	GAA
33	<b>Federation of Public Employees - Lottery Administrative &amp; Support Bargaining Unit (2 Articles at Impasse)</b>			
34	12 - Wages	<u>State Proposal of February 1, 2019:</u> Maintains current pay levels and provides for merit and discretionary pay adjustments from current agency budgets.	<u>Union Proposal December 17, 2018:</u> Implement a 3-tier pay plan for sales representatives based on experience, knowledge and performance appraisal.  \$1,000 or 2.75 percent increase, whichever is greater, for all other covered employees.	GAA