

ENROLLED

HB 5005, Engrossed 1

2020 Legislature

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An act relating to collective bargaining; providing for the resolution of certain collective bargaining issues at impasse between the State of Florida and certified bargaining units of state employees; providing for all other mandatory collective bargaining issues at impasse which are not addressed by the act or the General Appropriations Act to be resolved consistent with personnel rules and by otherwise maintaining the status quo; providing an effective date.

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

Section 1. Collective bargaining issues at impasse for the 2020-2021 fiscal year between the State of Florida and the certified representatives of the bargaining units for state employees are resolved as follows:

(1) Collective bargaining issues at impasse between the State of Florida and the Florida State Fire Service Association-Fire Service Unit regarding Article 16 "Seniority," Article 26 "Uniforms," and Article 29 "Health and Welfare" shall be resolved by the state's proposals dated February 13, 2020, and Article 18 "Leaves of Absence" and Article 24 "On-Call Assignment, Call-Back and Residency" shall be resolved by

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26 | maintaining the status quo under the language of the current
27 | collective bargaining agreement.

28 | (2) Collective bargaining issues at impasse between the
29 | State of Florida and the American Federation of State, County
30 | and Municipal Employees, Florida Council 79 regarding Article 1
31 | "Recognition" shall be resolved by the state's proposal dated
32 | November 8, 2019, Article 5 "Union Activities and Employee
33 | Representation" shall be resolved by the state's proposal dated
34 | January 16, 2020, and Article 8 "Workforce Reduction" shall be
35 | resolved by maintaining the status quo under the language of the
36 | collective bargaining agreement.

37 | (3) Collective bargaining issues at impasse between the
38 | State of Florida and the Police Benevolent Association, Law
39 | Enforcement Unit, regarding Article 7 "Internal Investigations"
40 | and Article 18 "Hours of Work, Leave and Job-Connected
41 | Disability," shall be resolved by the state's proposals dated
42 | January 22, 2020, Article 10 "Disciplinary Action" shall be
43 | resolved by the state's proposal dated November 14, 2019, and
44 | Article 19 "Personal Property-Replacement and/or Reimbursement,"
45 | Article 23 "Equipment," and Article 24 "On-Call Assignment-Call-
46 | Back-Court Appearance" shall be resolved by maintaining the
47 | status quo under the language of the collective bargaining
48 | agreement.

49 | (4) Collective bargaining issues at impasse between the
50 | State of Florida and the Police Benevolent Association, Florida

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51 Highway Patrol Unit, regarding Article 7 "Internal
52 Investigations" shall be resolved pursuant to the state's
53 proposal dated December 19, 2019, Article 18 "Hours of Work,
54 Leave and Job-Connected Disability" shall be resolved pursuant
55 to the state's proposal dated November 22, 2019, and Article 24
56 "On-Call Assignment-Call-Back-Court Appearance" shall be
57 resolved by maintaining the status quo under the current
58 collective bargaining agreement.

59 (5) Collective bargaining issues at impasse between the
60 State of Florida and the Police Benevolent Association, Special
61 Agent Unit, regarding Article 9 "Reassignment, Lateral Action,
62 Transfer and Change in Duty Station" shall be resolved pursuant
63 to the state's proposal dated January 13, 2020, Article 26
64 "Equipment and Service Awards" shall be resolved pursuant to the
65 state's proposal dated March 2, 2020, and Article 21
66 "Compensation for Temporary Special Duty in Higher Level
67 Position" and Article 24 "On-Call, Call-Back and Court
68 Appearances" shall be resolved by maintaining the status quo
69 under the current collective bargaining agreement.

70 (6) Collective bargaining issues at impasse between the
71 State of Florida and the Police Benevolent Association, Security
72 Services Unit, regarding Article 7 "Discipline and Discharge"
73 shall be resolved by maintaining the status quo under the
74 current collective bargaining agreement, except that Article 7,
75 Section 7 "Representation" shall be resolved pursuant to the

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76 | union's proposal dated March 2, 2020, Article 23 "Hours of
77 | Work/Overtime" shall be resolved pursuant to the state's
78 | proposal dated February 20, 2020, and Article 26 "Uniforms and
79 | Insignia" shall be resolved by maintaining the status quo under
80 | the current collective bargaining agreement.

81 | (7) Collective bargaining issues at impasse between the
82 | State of Florida and the Florida Nurses Association-Professional
83 | Health Care Unit regarding Article 23 "Hours of
84 | Work/Compensatory Time" shall be resolved pursuant to the
85 | state's proposal dated January 10, 2020, and Article 26
86 | "Differential Pay" shall be resolved by maintaining the status
87 | quo under the language of the current collective bargaining
88 | agreement.

89 |
90 | All other mandatory collective bargaining issues at impasse for
91 | the 2020-2021 fiscal year which are not addressed by this act or
92 | the General Appropriations Act for the 2020-2021 fiscal year
93 | shall be resolved in accordance with the personnel rules in
94 | effect on March 14, 2020, and by otherwise maintaining the
95 | status quo under the language of the applicable current
96 | collective bargaining agreement.

97 | Section 2. This act shall take effect July 1, 2020.