

## CHAPTER 2016-64

### House Bill No. 5007

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 that 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 2016-2017 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 Federation of Physicians and Dentists Selected Exempt Service (SES) Supervisory Non-Professional Unit regarding Article 3 “Vacant,” Article 9 “Vacant,” Article 24 “Vacant,” and Article 27 “Vacant” shall be resolved by maintaining the status quo under the language of the current collective bargaining agreement.

(2) Collective bargaining issues at impasse between the State of Florida and the Federation of Physicians and Dentists State Employees Attorneys Guild regarding Article 3 “Vacant,” Article 15 “Vacant,” and Article 22 “Vacant” shall be resolved by maintaining the status quo under the language of the current collective bargaining agreement.

(3) Collective bargaining issues at impasse between the State of Florida and the Federation of Physicians and Dentists Selected Exempt Service (SES) Physicians Unit regarding Article 3 “Vacant” and Article 22 “Vacant” shall be resolved by maintaining the status quo under the language of the current collective bargaining agreement.

(4) Collective bargaining issues at impasse between the State of Florida and the Florida State Fire Service Association regarding Article 23 “Hours of Work and Overtime” shall be resolved pursuant to the state’s proposal dated October 20, 2015; Article 26 “Vacant” and Article 27 “Vacant” shall be resolved by maintaining the status quo under the language of the current collective bargaining agreement; and Article 9 “Voluntary Reassignment, Transfer, Change in Duty Station and Promotions” shall be resolved pursuant to the state’s proposal dated November 30, 2015, except that Article 9, Section 6 “Promotions Outside the Unit” shall be revised to read: “The hiring authority shall carefully consider employee applicants when filling vacant supervisory positions at the level immediately above bargaining unit positions. The State will make a good faith effort to fill vacant

positions in the rank immediately above the bargaining unit with employees of the bargaining unit. However, the most qualified applicant will always be recommended by the hiring authority. This provision is not subject to Article 6 grievance procedure.”

(5) Collective bargaining issues at impasse between the State of Florida and the Teamsters Local Union No. 2011, Security Services Unit regarding Article 5 “Union Activities and Employee Representation” shall be resolved pursuant to the state’s proposal dated January 22, 2016; Article 7 “Discipline and Discharge” shall be resolved pursuant to the state’s proposal dated February 24, 2016; Article 8 “Workforce Reduction” shall be resolved pursuant to the state’s proposal dated January 25, 2016; Article 22 “Job-Connected Disability” shall be resolved pursuant to the state’s proposal dated September 30, 2015; and Article 6 “Grievance Procedure,” Article 9 “Lateral Action, Reassignment, Transfer, Change in Duty Station,” Article 10 “Promotions,” Article 13 “Safety,” and Article 24 “On-Call Assignment and Call-back” shall be resolved by maintaining the status quo under the language of the current collective bargaining agreement.

(6) Collective bargaining issues at impasse between the State of Florida and the Florida Nurses Association regarding Article 24 “On-Call Assignment” shall be resolved by maintaining the status quo under the language of the current collective bargaining agreement.

(7) Collective bargaining issues at impasse between the State of Florida and the Police Benevolent Association, Law Enforcement Unit regarding Article 5 “Employee Representation and PBA Activities” shall be resolved by maintaining the status quo under the language of the current collective bargaining agreement, and Article 18 “Hours of Work, Leave and Job-Connected Disability” shall be resolved pursuant to the state’s proposal dated February 12, 2016.

(8) Collective bargaining issues at impasse between the State of Florida and the Police Benevolent Association, Florida Highway Patrol Unit regarding Article 5 “Employee Representation and PBA Activities” shall be resolved by maintaining the status quo under the language of the current collective bargaining agreement, and Article 18 “Hours of Work, Leave and Job-Connected Disability” shall be resolved pursuant to the state’s proposal dated February 12, 2016.

(9) Collective bargaining issues at impasse between the State of Florida and the Police Benevolent Association, Florida Lottery Unit regarding Article 21 “On-Call Assignment, Call Back, Court Appearance” shall be resolved by maintaining the status quo under the language of the current collective bargaining agreement, except that issues at impasse regarding Article 21, Section 3 “Call-Back” shall be resolved by the union’s proposal dated October 20, 2015, and Article 23 “Uniforms, Equipment and Service Awards” shall be resolved by maintaining the status quo under the language of the current collective bargaining agreement.

(10) Collective bargaining issues at impasse between the State of Florida and the Police Benevolent Association, Special Agent Unit regarding Article 5 “Employee Representation and Association Activities” shall be resolved by maintaining the status quo under the language of the current collective bargaining agreement, and Article 23 “Workday, Workweek and Overtime” shall be resolved pursuant to the state’s proposal dated February 12, 2016.

All other mandatory collective bargaining issues at impasse for the 2016-2017 fiscal year which are not addressed by this act or the General Appropriations Act for the 2016-2017 fiscal year shall be resolved in accordance with the personnel rules in effect on March 1, 2016, and by otherwise maintaining the status quo under the language of the applicable current collective bargaining agreement.

Approved by the Governor March 17, 2016.

Filed in Office Secretary of State March 17, 2016.