

CHAPTER 2020-115

House Bill No. 5005

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 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 American Federation of State, County and Municipal Employees, Florida Council 79 regarding Article 1 “Recognition” shall be resolved by the state’s proposal dated November 8, 2019, Article 5 “Union Activities and Employee Representation” shall be resolved by the state’s proposal dated January 16, 2020, and Article 8 “Workforce Reduction” shall be resolved by maintaining the status quo under the language of the collective bargaining agreement.

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

(4) Collective bargaining issues at impasse between the State of Florida and the Police Benevolent Association, Florida Highway Patrol Unit, regarding Article 7 “Internal Investigations” shall be resolved pursuant to

the state's proposal dated December 19, 2019, Article 18 "Hours of Work, Leave and Job-Connected Disability" shall be resolved pursuant to the state's proposal dated November 22, 2019, and Article 24 "On-Call Assignment-Call-Back-Court Appearance" shall be resolved by maintaining the status quo under the current collective bargaining agreement.

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

(6) Collective bargaining issues at impasse between the State of Florida and the Police Benevolent Association, Security Services Unit, regarding Article 7 "Discipline and Discharge" shall be resolved by maintaining the status quo under the current collective bargaining agreement, except that Article 7, Section 7 "Representation" shall be resolved pursuant to the union's proposal dated March 2, 2020, Article 23 "Hours of Work/Overtime" shall be resolved pursuant to the state's proposal dated February 20, 2020, and Article 26 "Uniforms and Insignia" shall be resolved by maintaining the status quo under the current collective bargaining agreement.

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

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

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

Approved by the Governor June 29, 2020.

Filed in Office Secretary of State June 29, 2020.