

January 9, 2024

Via Electronic Mail

The Honorable Kathleen Passidomo, President  
Florida Senate  
409 The Capitol

The Honorable Paul Renner, Speaker  
Florida House of Representatives  
420 The Capitol

Re: Collective Bargaining Impasse

Dear President Passidomo and Speaker Renner:

An impasse remains in the collective bargaining negotiations between the Governor and the State Personnel System collective bargaining units. In accordance with section 447.403(5), Florida Statutes, we have enclosed lists of the collective bargaining contract articles on which agreement was reached, as well as the ones on which agreement has not been reached as of the date of this letter. We are continuing to negotiate with the bargaining unit agents and will inform you if agreement is reached on any of the listed impasse articles.

If you have questions, please contact me at 850-561-3503, or Maryellen McDonald, Assistant General Counsel for the Department of Management Services, at 850-487-1082.

Sincerely,



Michael Mattimore  
Chief Labor Negotiator

MM/abg

Enclosures

cc: Donald J. Rubottom, Chair, Public Employees Relations Commission  
Chris Spencer, Director, Office of Policy and Budget, Executive Office of the Governor  
Pedro Allende, Secretary, Department of Management Services  
John Schrader, Chief of Staff, Department of Management Services  
Katie Parrish, Deputy Secretary, Workforce Operations, Department of Management Services  
Jeff Ivey, Deputy Chief of Staff/Director of Legislative Affairs, Department of Management Services  
Kristen Larson, General Counsel, Department of Management Services  
Sharon Larson, Director, State Human Resource Management, Department of Management Services  
Collective Bargaining Agent Representatives



# AFSCME Snapshot FY 2024-2025

## State of Florida and the American Federation of State, County and Municipal Employees (AFSCME)

Master Contract for the Following Units:  
Administrative and Clerical (Certification No. 542); Human Services (Certification No. 303); Operational Services (Certification No. 418);  
and Professional (Certification No. 377)

During last year's bargaining cycle for which Fiscal Year 2023-2024 outcomes were negotiated, the State and the Union tentatively agreed to a new three-year (2023-2026) successor master contract. However, the Union did not present the new successor master contract to unit members for ratification. Additionally, the Union has not communicated with the State nor engaged in negotiations since the onset of the current bargaining cycle for Fiscal Year 2024-2025 outcomes.

### **BACKGROUND**

Effective October 1, 2023, the public sector collective bargaining law (Chapter 447, Part II, Florida Statutes) requires employee organizations with less than sixty percent dues paying members in the bargaining unit to petition the Public Employees Relations Commission (PERC), within one month of filing its annual registration renewal application, for recertification as the exclusive bargaining agent for such unit(s).<sup>1</sup> In addition, section 447.305(6), F.S. requires that the certification of an employee organization that does not comply with this requirement be revoked.

On October 23, 2023, the Union filed its annual registration renewal application with PERC, pursuant to the new law. Having reviewed the information provided by the Union, on December 18, 2023, PERC issued individual orders for each of the units represented by AFSCME. These orders directed the Union to show cause by no later than January 5, 2024, why certifications for its four state units should not be revoked for failure to comply with section 447.305(6), F.S.

At this time the State awaits final orders from PERC regarding AFSCME's status as the certified bargaining agent for the four units listed above. In the event that AFSCME is decertified, there is no successor labor union to represent these bargaining units and the collective bargaining agreement (master contract) will have no force and effect. Consequently, there would be no pending impasse issues for the Legislature to resolve.

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<sup>1</sup> This requirement does not apply to units exempt pursuant to section 447.305(9), F.S., or for which a waiver has been granted under section 447.207(12), F.S.



# Snapshot of Articles Negotiated for FY 2024-2025

## The State of Florida and the Florida Nurses Association Professional Health Care Unit 2024-2025 Collective Bargaining Reopener Negotiations

### **BACKGROUND**

The State and the Union are currently operating under a three-year agreement covering 2023-2026. During reopener years, each party may open up to three articles, plus wages and insurance, for negotiations.

### **SUMMARY OF NEGOTIATION ACTIVITIES AS OF JANUARY 9, 2024**

**The parties reached tentative agreement on status quo or updates to the following article(s):**

Article 2 – Vacant (Status Quo)

Article 23 – Hours of Work/Compensatory Time (Status Quo)

Article 26 – Differential Pay (Status Quo)

Article 27 – Insurance Benefits (Employee Premiums to Remain Unchanged)

**The parties are at statutory impasse on the following article(s); however, the parties continue to collectively bargain and hope to obtain agreement:**

Article 25 – Wages

### **REFERENCE**

A copy of the current Professional Health Care Unit agreement can be found at the following link:

[FNA-Professional Health Care Unit - 2023-2026 Successor Agreement \(12-20-2023\)](#)



## Snapshot of Articles Negotiated for FY 2024-2025

### The State of Florida and the Florida State Lodge Fraternal Order of Police Special Agent Unit Fiscal Year 2024-2025 Collective Bargaining Reopener Negotiations

#### **BACKGROUND**

The State and the Union are currently operating under a three-year agreement covering 2023-2026. During reopener years, each party may open up to three articles, plus wages and insurance, for negotiations.

#### **SUMMARY OF NEGOTIATION ACTIVITIES AS OF JANUARY 9, 2024**

**The parties reached tentative agreement on changes or updates to the following article(s):**

Article 27 – Insurance Benefits (Premiums To Remain Unchanged)

**The parties are at statutory impasse on the following article(s); however, the parties continue to collectively bargain and hope to obtain agreement:**

Article 23 – Workday, Workweek and Overtime

Article 25 - Wages

#### **REFERENCE**

A copy of the current Special Agent Unit agreement can be found at the following link:

[FOP-Special Agents Unit - 2023-2026 Successor Agreement \(12-20-2023\)](#)



## Snapshot of Articles Negotiated for FY 2024-2025

### The State of Florida and the Federation of Physicians and Dentists Selected Exempt Service (SES) Attorneys Unit 2024-2025 Collective Bargaining Reopener Negotiations

#### **BACKGROUND**

The State and the Union are currently operating under a three-year agreement covering 2023-2026. During reopener years, each party may open up to three articles, plus wages and insurance, for negotiations.

#### **SUMMARY OF NEGOTIATION ACTIVITIES AS OF JANUARY 9, 2024:**

**The parties reached tentative agreement on changes or updates to the following articles:**

Article 19 – Insurance Benefits (Premiums To Remain Unchanged)

**The parties are at statutory impasse on the following article(s); however, the parties continue to collectively bargain and hope to obtain agreement:**

Article 18 – Wages

#### **REFERENCE**

A copy of the current Selected Exempt Service Attorneys Unit agreement can be found at the following link:

[SEAG SES- Attorneys Unit FY 2023-2026 Successor Agreement \(12-20-2023\)](#)



## Snapshot of Articles Negotiated for FY 2024-2025

### The State of Florida and the Federation of Physicians and Dentists Selected Exempt Service (SES) Physicians Unit 2024-2025 Collective Bargaining Reopener Negotiations

#### **BACKGROUND**

The State and the Union are currently operating under a three-year agreement covering 2023-2026. During reopener years, each party may open up to three articles, plus wages and insurance, for negotiations.

#### **SUMMARY OF NEGOTIATION ACTIVITIES AS OF JANUARY 9, 2024:**

**The parties reached tentative agreement on changes or updates to the following articles:**

Article 19 – Insurance Benefits (Premiums To Remain Unchanged)

**The parties are at statutory impasse on the following article(s); however, the parties continue to collectively bargain and hope to obtain agreement:**

Article 18 – Wages

#### **REFERENCE**

A copy of the current Selected Exempt Service Physicians Unit agreement can be found at the following link:

[FPD SES- Physicians Unit FY 2023-2026 Successor Agreement \(12-20-2023\)](#)



# Snapshot of Articles Negotiated for FY 2024-2025

## **The State of Florida and the Federation of Physicians and Dentists Selected Exempt Service (SES) Supervisory Non-Professional Unit 2024-2025 Collective Bargaining Reopener Negotiations**

### **BACKGROUND**

The State and the Union are currently operating under a three-year agreement covering 2023-2026. During reopener years, each party may open up to three articles, plus wages and insurance, for negotiations.

### **SUMMARY OF NEGOTIATION ACTIVITIES AS OF JANUARY 9, 2024:**

**The parties reached tentative agreement on changes or updates to the following articles:**

Article 27 – Insurance Benefits (Premiums To Remain Unchanged)

**The parties are at statutory impasse on the following article(s); however, the parties continue to collectively bargain and hope to obtain agreement:**

Article 25 – Wages

### **REFERENCE**

A copy of the current Selected Exempt Service Supervisory Unit agreement can be found at the following link:

[FPD - SES- Supervisory Non-Professional Unit FY 2023-2026 Successor Agreement \(12-20-2023\)](#)



# Snapshot of Articles Negotiated for FY 2024-2025

## The State of Florida and the Florida State Fire Service Association Fire Service Unit Fiscal Year 2024-2025 Collective Bargaining Successor Negotiations

### **BACKGROUND**

During last year's collective bargaining cycle in which 2023-2024 outcomes were negotiated, the State and the Union tentatively agreed to a new three-year (2023-2026) successor agreement. However, the Unit members voted not to ratify this agreement. Consequently, and because the most recent collective bargaining agreement between the State and the Fire Service Unit-FSFSA had expired, the State and the Union are currently operating under a status quo agreement. This status quo agreement is memorialized for the most part in the provisions of the Fiscal Year 2022-2023 Reopener Agreement, with the exception of impasse Articles 25, 27 and 29 which the Legislature resolved through the 2023 General Appropriations Act and Chapter 2023-241, Laws of Florida. For Fiscal Year 2024-2025, all articles are open for negotiations.

### **SUMMARY OF NEGOTIATION ACTIVITIES AS OF JANUARY 9, 2024:**

The parties are at statutory impasse on the entire agreement; however, the parties continue to collectively bargain and hope to obtain agreement.

### **REFERENCE**

A copy of the current Fire Service Unit "Status Quo" agreement can be found at the following links:

[FSFSA – Fire Service Unit FY 2022-2023 Reopener Agreement](#)

[FSFSA-Fire Service Unit FY 2023-2024 Provisions](#)





# Snapshot of Articles Negotiated for FY 2024-2025

## **The State of Florida and the Florida Police Benevolent Association Florida Highway Patrol Unit Fiscal Year 2024-2025 Collective Bargaining Reopener Negotiations**

### **BACKGROUND**

The State and the Union are currently operating under a three-year agreement covering 2023-2026. During reopener years, each party may open up to three articles, plus wages and insurance, for negotiations.

### **SUMMARY OF NEGOTIATION ACTIVITIES AS OF JANUARY 9, 2024:**

**The parties reached tentative agreement on changes or updates to the following articles:**

None

**The parties are at statutory impasse on the following article(s); however, the parties continue to collectively bargain and hope to obtain agreement:**

Article 15 – Seniority  
Article 16 – Employment Outside State Government  
Article 25 – Wages  
Article 27 – Insurance Benefits

### **REFERENCE**

A copy of the current Florida Highway Patrol Unit agreement can be found at the following link:

**[PBA-Florida Highway Patrol 2023-2026 Successor Agreement \(12-20-2023\)](#)**



# Snapshot of Articles Negotiated for FY 2024-2025

## The State of Florida and the Florida Police Benevolent Association Law Enforcement Unit 2024-2025 Collective Bargaining Reopener Negotiations

### **BACKGROUND**

The State and the Union are currently operating under a three-year agreement covering 2023-2026. During reopener years, each party may open up to three articles, plus wages and insurance, for negotiations.

### **SUMMARY OF NEGOTIATION ACTIVITIES AS OF JANUARY 9, 2024:**

**The parties reached tentative agreement on status quo for the following articles:**

Article 21 – Compensation For Temporary Special Duty In Higher Level Position (Status Quo)  
Article 28 – Travel Expenses (Status Quo)

**The parties are at statutory impasse on the following article(s); however, the parties continue to collectively bargain and hope to obtain agreement:**

Article 25 – Wages  
Article 27 – Insurance Benefits

### **REFERENCE**

A copy of the current Law Enforcement Unit agreement can be found at the following link:

[PBA-Law Enforcement Unit FY 2023-2026 Successor Agreement \(12-20-2023\)](#)



# Snapshot of Articles Negotiated for FY 2024-2025

## The State of Florida and the Florida Police Benevolent Association Security Services Unit Fiscal Year 2024-2025 Collective Bargaining Reopener Negotiations

### **BACKGROUND**

The State and the Union are currently operating under a three-year agreement covering 2023-2026. During reopener years, each party may open up to three articles, plus wages and insurance, for negotiations.

### **SUMMARY OF NEGOTIATION ACTIVITIES AS OF JANUARY 9, 2024:**

**The parties reached tentative agreement on changes or updates to the following articles:**

Article 27 – Insurance Benefits (Premiums To Remain Unchanged)

**The parties are at statutory impasse on the following article(s); however, the parties continue to collectively bargain and hope to obtain agreement:**

Article 25 – Wages

### **REFERENCE**

A copy of the current Security Services Unit agreement can be found at the following link:

[PBA-Security Services Unit 2023-2026 Successor Agreement \(12-20-2023\)](#)