



House Appropriations/Senate Appropriations Conference Chairs

House Bump Offer #1

SB 2504-A -- State Employees
SB 2512-A -- Employer Contributions to Fund Retiree Benefits

Sunday, June 14, 2015
412 Knott Building
8:00 PM

Senate Appropriations Committee/House Appropriations Committee

Fiscal Year 2015-2016

Collective Bargaining - Senate Bill 2504-A / House Bill 5-A

Line	Article	State's Last Proposal	Union's Last Proposal	House Offer # 1
1	Federation of Physicians and Dentists:			
2	Selected Exempt Service (SES) - Attorneys Unit (4 Articles at Impasse)			
3	7 – Employee Standards of Conduct and Performance	State Proposal of January 16, 2015: Status Quo	Union Proposal of December 15, 2014: Employees retained after the probationary period may be terminated for 'just cause', eliminate the current 'at will' status of members.	Status Quo
4	18 – Wages	State Proposal of January 24, 2015: No across-the-board increases. Other pay provisions remain the same.	Union Proposal of December 15, 2014: \$2,500 raise, \$600 bonus, 2 percent merit	GAA
5	19 – Insurance Benefits	State Proposal of February 6, 2015: Increase employee premiums to same level as career service employees.	Union Proposal of December 12, 2014: maintain current health insurance benefits and premiums.	GAA
6	Union's proposed new article: Retirement Benefits		Union Proposal of December 15, 2014: any statutory changes to the FRS will not apply to unit members	Status Quo
7	Selected Exempt Service (SES) - Supervisory Non-professional Unit (4 Articles at Impasse)			
8	7 – Employee Standards of Conduct and Performance	State Proposal of January 16, 2015: Status Quo	Union Proposal of December 15, 2014: Employees retained after the probationary period may be terminated for 'just cause', eliminate the current 'at will' status of members.	Status Quo
9	23 – Insurance Benefits	State Proposal of February 6, 2015: Increase employee premiums to same level as career service employees.	Union Proposal of December 12, 2014: maintain current health insurance benefits and premiums.	GAA
10	25 – Wages	State Proposal of January 24, 2015: No across-the-board increases. Other pay provisions remain the same.	Union Proposal of December 15, 2014: \$2,500 raise, \$600 bonus, 2 percent merit	GAA
11	Union's proposed new article: Retirement Benefits		Union Proposal of December 15, 2014: any statutory changes to the FRS will not apply to unit members	Status Quo
12	Selected Exempt Service (SES) - Physicians Unit (4 Articles at Impasse)			
13	7 – Employee Standards of Conduct and Performance	State Proposal of January 16, 2015: Status Quo	Union Proposal of December 15, 2014: Employees retained after the probationary period may be terminated for 'just cause', eliminate the current 'at will' status of members.	Status Quo
14	18 – Wages	State Proposal of January 24, 2015: No across-the-board increases. Other pay provisions remain the same.	Union Proposal of December 15, 2014: \$2,500 raise, \$600 bonus, 2 percent merit	GAA
15	19 – Insurance Benefits	State Proposal of February 6, 2015: Increase employee premiums to same level as career service employees.	Union Proposal of December 12, 2014: maintain current health insurance benefits and premiums.	GAA
16	Union's proposed new article: Retirement Benefits		Union Proposal of December 15, 2014: any statutory changes to the FRS will not apply to unit members	Status Quo
17	Florida State Fire Service Association - Fire Service Unit (4 Articles at Impasse)			
18	13 - Health and Welfare	State Proposal of January 26, 2015: premiums remain unchanged.	Union Proposal of October 13, 2014: Retiree health insurance premiums will not exceed 40 percent of their retirement benefits.	Status Quo

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19	23 - Hours of Work and Overtime	State Proposal of January 26, 2015: establishes normal work period and the state will make a good faith effort to ensure employee's workdays do not extend beyond 8 hours except in emergencies.	Union Proposal of October 13, 2014: employees will be paid overtime for work hours in excess of 8 hours except in emergencies. Hours worked on scheduled days off shall be paid overtime.	State's Proposal January 26, 2015
20	25 - Wages	State Proposal of January 24, 2015: No across-the-board increases. Other pay provisions remain the same.	Union Proposal of October 13, 2014 : \$1,500 salary increase, Competitive Area Differentials, and trainer pay.	GAA
21	26 – Vacant (proposed as Promotional Step Pay Plan System)	State Proposal of January 22, 2015: Status Quo	Union Proposal of February 3, 2015: Create a promotional step system of at least 4 levels.	Status Quo
22	AFSCME Florida Council 79 (1 Article at Impasse)			
23	25 – Wages	State Proposal of January 24, 2015: No across-the-board increases. Other pay provisions remain the same.	Union Proposal of January 22, 2015: A 12 percent increase (\$2,500 minimum) and a COLA of 2 percent or the increase in Social Security, whichever is higher.	GAA
24	Police Benevolent Association:			
25	Law Enforcement Unit (1 Article at Impasse)			
26	25 – Wages	State Proposal of January 24, 2015: No across-the-board increases. Other pay provisions remain the same.	Union Proposal of January 15, 2015: A 3 percent increase (\$1,200 minimum) for employees with less than 7 years of service and a 5 percent increase (\$1,500 minimum) for those with over 7 years.	GAA
27	Florida Highway Patrol Unit (1 Article at Impasse)			
28	25 – Wages	State Proposal of January 24, 2015: No across-the-board increases. Other pay provisions remain the same.	Union Proposal of January 15, 2015: A 3 percent increase (\$1,200 minimum) for employees with less than 7 years of service and a 5 percent increase (\$1,500 minimum) for those with over 7 years.	GAA
29	Special Agent Unit (1 Article at Impasse)			
30	25 – Wages	State Proposal of January 24, 2015: No across-the-board increases. Other pay provisions remain the same.	Union Proposal of January 15, 2015: A 3 percent increase (\$1,200 minimum) for employees with less than 7 years of service and a 5 percent increase (\$1,500 minimum) for those with over 7 years.	GAA
31	Teamsters Local Union No. 2011 - Security Services Unit (11 Articles at Impasse)			
32	3 - Vacant	State Proposal of January 23, 2015: Status Quo	Union Proposal of November 21, 2014: Reinstate dues deduction provision that was vacated in FY 2011-12.	Status Quo
33	5 - Union Activities and Employee Representation	State Proposal of December 16, 2014: Moving language to more appropriate article. Language is unchanged.	Union Proposal of December 16, 2014: Verbally proposed status quo.	State's Proposal December 16, 2014

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34	6 – Grievance Procedure	State Proposal of January 23, 2015: Establishes grievance timelines, provides for extensions to arbitration upon mutual agreement, and proposes that resolutions prior to arbitration do not establish precedence.	Union Proposal of December 16, 2014: Extensions to arbitration are automatically extended as necessary, strikes language that an arbitrator's decision is based on a preponderance of evidence, and the agency will be responsible for back pay during extension periods.	State's Proposal January 23, 2015
35	7 – Discipline and Discharge	State Proposal of January 23, 2015: Moves language to another part of the agreement, provides an alternative to the grievance procedure allowing certain grievances to be appealed to PERC.	Union Proposal of November 21, 2014: Provides for expiration dates of disciplinary actions to be used in progressive discipline, including memorandum of counseling, written reprimand and suspensions. Removes agency discretion in allowing an employee to use administrative leave in lieu of serving a suspension.	State's Proposal January 23, 2015
36	8 - Workforce Reduction	State Proposal of December 16, 2014: Adds lateral action as an option in lieu of layoff. Provides that such employees demoted in lieu of a layoff retain permanent status upon subsequent promotions to the same class.	Union Proposal of December 16, 2014: Provides that an employee may not be laid off as a of a function being privatized and that a successor entity be bound by the provisions of this bargaining agreement.	State's Proposal December 16, 2014
37	9 - Reassignment, Transfer, Change in Duty Station Proposed title change to: Lateral Action, Reassignment, Transfer, Change in Duty Station	State Proposal of January 23, 2015: Adds reference to lateral actions. The agency will make a good faith effort to take such actions under this section only when agency needs dictate.	Union Proposal of April 7, 2015: The agency will make a good faith effort to take such actions under this section only when agency needs dictate and to take the needs of the employee into consideration. Reassignments will be done first on a voluntary basis, then based on the least seniority.	State's Proposal January 23, 2015
38	10 - Promotions	State Proposal of January 23, 2015: Aligns contract language regarding promotions with statute.	Union Proposal of April 7, 2015: Strikes language placing employees in probationary status upon promotion. A promotion board shall not be comprised of interviewers in the same or lesser ranked than the institutional specialist being interviewed.	State's Proposal January 23, 2015
39	13 – Safety	State Proposal of January 23, 2015: Status Quo	Union Proposal of November 21, 2014: Provides for the state to comply with statute regarding state-owned vehicles, minimum staffing requirements and proper maintenance of equipment. Provide probation officers with individual bullet proof vests, phones and radios.	Status Quo
40	18 - Leaves of Absence	State Proposal of December 16, 2014: Moving language to more appropriate article. Language is unchanged.	Union Proposal of April 7, 2015: Status Quo	State's Proposal December 16, 2014
41	25 – Wages	State Proposal of January 24, 2015: No across-the-board increases. Other pay provisions remain the same.	Union Proposal of November 21, 2014: 3 percent increase, effective July 1, 2015, and a 5 percent increase, effective July 2, 2015.	GAA
42	26 - Uniform and Insignia	State Proposal of January 23, 2015: Status Quo	Union Proposal of December 16, 2014: Employees may replace broken lunchbox at canteen at no cost, or be able to purchase commercially available clear lunch box.	Status Quo

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43	Florida Nurses Association - Professional Health Care Unit			
44	All Articles Tentatively Agreed To.			
45	Federation of Public Employees - Lottery Administrative & Support Bargaining Unit			
46	All Articles Tentatively Agreed To.			
47	Police Benevolent Association - Lottery Law Enforcement Bargaining Unit (1 Article at Impasse)			
48	22 – Wages	State Proposal of January 24, 2015: No across-the-board increases. Other pay provisions remain the same.	Union Proposal of January 28, 2015: A 3 percent increase (\$1,200 minimum) for employees with less than 7 years of service and a 5 percent increase (\$1,500 minimum) for those with over 7 years.	GAA

Senate Appropriations Committee / House Appropriations Committee
Fiscal Year 2015-2016
State Administered Retirement Systems - Senate Bill 2512A / House Bill 5A

Line	Issue	Senate	House	House Offer #1
	Section 112.363			
1	Employer paid contribution rates for the Health Insurance Subsidy (HIS)	Increases rates from 1.20% of salary to 1.58% of salary, effective July 1, 2015.	Increases rates from 1.20% of salary to 1.66% of salary, effective July 1, 2015.	House Position
	Section 121.052			
2	Employer paid contribution rates for Elected Officers' Class for the Health Insurance Subsidy (HIS)	Increases rates from 1.20% of salary to 1.58% of salary, effective July 1, 2015.	Increases rates from 1.20% of salary to 1.66% of salary, effective July 1, 2015.	House Position
	Section 121.055			
3	Employer paid contribution rates for Senior Management Class for the Health Insurance Subsidy (HIS)	Increases rates from 1.20% of salary to 1.58% of salary, effective July 1, 2015.	Increases rates from 1.20% of salary to 1.66% of salary, effective July 1, 2015.	House Position
	Section 121.071			
4	Employer paid contribution rates for Regular Class, Special Risk Class, Special Risk Administrative Support Class for the Health Insurance Subsidy (HIS)	Increases rates from 1.20% of salary to 1.58% of salary, effective July 1, 2015.	Increases rates from 1.20% of salary to 1.66% of salary, effective July 1, 2015.	House Position
	Section 121.71			
5	Normal Cost Contribution	Sets contribution rates at blended rates based on 2014 Valuation	Sets contribution rates at blended rates based on 2014 Valuation	Identical
	Contribution for unfunded actuarial liability	Sets contribution rates at blended rates based on 2014 Valuation	Sets contribution rates at blended rates based on 2014 Valuation	Identical
6	Important state interest relating to retirement costs	Included	Included	Identical
7	Important state interest relating to health insurance subsidy costs	Included	Included	Identical