IMPACT OF COLLECTIVE BARGAINING ON FLORIDA STATE AGENCIES

I. STRUCTURE OF COLLECTIVE BARGAINING
   a. Certification of bargaining agent by PERC
   b. Determination of bargaining unit
   c. Duty to negotiate in good faith
   d. Ratification of negotiated contract
   e. Impasse process

II. LEGAL BASIS FOR COLLECTIVE BARGAINING
   a. Florida Constitution
   b. Chapter 447
      i. Interpreted in light of the National Labor Relations Act
   c. Agency (Public Employees Relations Commission) and Judicial Case Law

III. LEGAL BOUNDARIES OF COLLECTIVE BARGAINING
   a. Wages, hours, and terms and conditions of employment
      i. Mandatory subjects of bargaining
         1. Either party can take their proposals through the impasse process
   b. Permissive subjects of bargaining
      i. Cannot be taken to impasse – cannot pursue if no agreement between parties
      ii. Exs. Waiver of bargaining rights, limitations on grievance review
   c. Impact of exercise of management rights on employees
      i. Drug testing
      ii. Privatization
      iii. Emergency, safety issues

IV. ADMINISTRATION OF COLLECTIVE BARGAINING CONTRACTS
   a. Grievances and Arbitrations
      i. Scope and structure of grievance process defined by parties in contract
      ii. Arbitration process required by statute
      iii. Scope may include rules and statutes if referenced in contract
   b. Consultations on agency-specific issues
   c. Implementation of procedures provided in contract
      i. Personnel procedures
      ii. Union security procedures

V. UNFAIR LABOR PRACTICES
   a. Related to bargaining process
   b. Related to contract administration