Collective Bargaining Unit Designations

A collective bargaining unit designation (CBU) is a two-digit numeric designation used to identify the collective bargaining unit to which the class has been assigned. Collective bargaining units are designated and recognized by the Public Employees Relations Commission (PERC). The collective bargaining unit designations are as follows:

Career Service Represented

01 - Administrative and Clerical Unit. This unit is under the American Federation of State, County, and Municipal Employees (AFSCME) Master Contract and includes Career Service employees whose work involves keeping or examining records and accounts, or general office work.

02 - Operational Services Unit. This unit is under the AFSCME Master Contract and includes Career Service employees whose work includes laborers and artisans, as well as technicians, mechanics, operators, and service workers.

03 - Human Services Unit. This unit is under the AFSCME Master Contract and includes Career Service employees whose work includes human or institutional services.

04 - Professional Health Care Unit. This unit is under the Florida Nurses Association Agreement and includes Career Service professional health care employees and Career Service first line health care supervisory employees involved in the delivery of health care activities and services.

05 - Professional Unit. This unit is under the AFSCME Master Contract and includes non-health care professional Career Service employees whose work requires the exercise of discretion and judgment in its performance. The work is predominantly intellectual and varied in character, and requires knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study.

06 - Law Enforcement Unit. This unit is under the Florida Police Benevolent Association (PBA) Agreement and includes all Career Service sworn law enforcement officers and the Career Service first line supervisors of law enforcement officers whose work includes the pursuit, apprehension, and arrest of law violators or suspected law violators.

08 - Security Services Unit. This unit is under the Florida Police Benevolent Association (PBA) Agreement and includes all Career Service correctional officer employees up to the captain level, probation officer employees up to the senior supervisor level, and institutional security employees up to the shift supervisor level whose primary duties involve the direct care, custody, and control of persons involuntarily confined to state institutions or facilities.
10 - Special Agent Unit. This unit is under a PBA Agreement and includes all Florida Department of Law Enforcement Career Service employees in Special Agent Trainee and Special Agent classes whose primary duties involve conducting criminal investigations of suspected law violations primarily connected with organized crime and/or providing other specialized law enforcement services, including the investigation of other law enforcement officers.

11 - Fire Service Unit. This unit is under the Florida State Fire Service Association Agreement and includes Career Service employees and first line supervisory employees whose primary duties involve fire prevention, suppression, training and instruction.

12 - Florida Highway Patrol Unit. This unit is under a PBA Agreement and includes all Department of Highway Safety and Motor Vehicles sworn Career Service Florida Highway Patrol (FHP) law enforcement officers and first line supervisors of FHP law enforcement officers whose work includes the pursuit, apprehension, and arrest of law violators or suspected law violators.

Career Service Non-Represented

07 - Supervisory Unit. This unit is comprised of Career Service supervisory classes and has not been certified by PERC. Employees in this unit are not represented by a bargaining agent and therefore are not covered by a collective bargaining agreement. Unit employees must customarily and regularly direct the work of at least two full-time employees or their equivalent and spend the majority of their time communicating with, motivating, training, and evaluating employees, and planning and directing employees’ work, and must also have the authority to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline subordinate employees or effectively recommend such action.

09 - Managerial/Confidential Unit. This unit is comprised of Career Service employees in classes that have been designated as being Managerial or Confidential pursuant to the requirements of subsections 447.203(4) and (5), Florida Statutes, and are thereby specifically excluded from the right to be included in a collective bargaining unit. Subsection (4) specifies that in order for a position to be considered Managerial, the position must have substantial independent authority for policy formation, personnel administration, or budget preparation, or play a significant role in collective bargaining negotiations or the administration of collective bargaining agreements. Subsection (5), as interpreted by PERC, specifies that a position designated as Confidential must aid or assist a Managerial employee, as defined in subsection (4), by working with confidential information concerning the agency’s labor relations functions.

18 - Fruit and Vegetable Inspection Service Unit. This unit is comprised of Career Service employees in the Department of Agriculture and Consumer Services appointed to the Fruit and Vegetable Inspector and Fruit and Vegetable Terminal Market Inspector classes. These classes have been specifically excluded from the right to collectively bargain pursuant to subsection 447.203(3)(g), Florida Statutes, which states, “Those persons appointed to inspection positions in federal/state fruit and vegetable inspection service whose conditions of appointment are affected by the following:
1. Federal license requirement.
2. Federal autonomy regarding investigation and disciplining of appointees.
3. Frequent transfers due to harvesting conditions.”

**Selected Exempt Service Represented**

**80 - Physicians Unit.** This unit is under the Federation of Physicians and Dentists Agreement and includes employees assigned to positions in the Selected Exempt Service classes of Physician and Senior Physician.

**81 - Selected Exempt Service Attorneys Unit.** This unit is under the State Employees Attorneys Guild Agreement and includes employees assigned to positions in the Selected Exempt Service classes of Attorney and Senior Attorney.

**86 - Supervisory Non-Professional Unit.** This unit is under the Federation of Physicians and Dentists/Alliance of Healthcare and Professional Employees Agreement and includes employees assigned to positions in non-professional Selected Exempt Service supervisory classes. Unit employees must customarily and regularly direct the work of at least two full-time employees or their equivalent and spend the majority of their time communicating with, motivating, training, and evaluating employees, and planning and directing employees’ work, and must also have the authority to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline subordinate employees or effectively recommend such action.

**Selected Exempt Service Non-Represented**

**87 - Supervisory Unit.** This unit is comprised of Selected Exempt Service supervisory classes and has not been certified by PERC. Employees in this unit are not represented by a bargaining agent and therefore are not covered by a collective bargaining agreement. Unit employees must customarily and regularly direct the work of at least two full-time employees or their equivalent and spend the majority of their time communicating with, motivating, training, and evaluating employees, and planning and directing employees’ work, and must also have the authority to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline subordinate employees or effectively recommend such action.

**89 - Other Selected Exempt Service Unit.** This unit is comprised of Selected Exempt Service classes that may be eligible for representation but do not conform to any of the collective bargaining unit definitions, or have been specifically excluded from the right to collectively bargain pursuant to Chapter 447, Florida Statutes.

**Senior Management Service**

**99 - Senior Management Service Unit.** This unit is comprised of all Senior Management Service classes, all of which are specifically excluded from the right to collectively bargain pursuant to subsection 447.203(4), Florida Statutes.