



SB 256 and HB 1445 – Stripping Public Sector Workers of their Rights

Some in the Florida Legislature are so determined to take away the rights of our Public Sector, front-line workers to join and remain in their union! **These bills will hurt ALL of Florida's Public Sector unions, except police, fire and correctional officers who are exempt in the bill language.**

- The bills will ban automatic paycheck deductions for union dues for bargaining units representing Public Sector unions, making it much harder for members to stay in their union. Even though HUNDREDS of other automatic paycheck deductions are allowed.
- ALL Public Sector unions must be able to prove that they represent a whopping 60% or more of the total bargaining unit or risk decertification, even though the above provision could take large numbers of members out of the bargaining unit. These violates the Right to Work and the right to collectively bargain.
- The bills also add new recertification provisions, add new reporting and data collection requirements, and other bureaucratic hurdles that all make it easier for employers to eliminate the unions.

SB 256 and HB 1445 are state-sanctioned harassment of Florida's Public Sector workers, at a time we should be supporting and celebrating them!

- **SB 256 and HB 1445 are designed to harass and frustrate** the efforts of Florida's Public Sector workers who have sacrificed so much to serve our children and families during the COVID Pandemic.
- Public sector employers currently process hundreds of paycheck deductions for everything from the United Way to college football tickets. These workers will still have multiple paycheck deductions...why not their union dues? **Why are our Public Sector workers being targeted and stripped of the ease and convenience of automatic dues deductions?**
- **The 60% requirement is a direct attempt to strip the right to collectively bargain outlined in Florida's Constitution.** Florida's public sector workers have a guaranteed constitutional right to be in a union. These rights can't be eliminated based on the inability of some to pay dues. If public sector workers vote to have a union, that vote must be recognized. If workers no longer want a union, they can vote to remove it. The paying of dues, which is what this provision is all about, is irrelevant.
- These bills also come with a price tag for the taxpayers of Florida! In previous years we found that these provisions, when only applied to educators and instructional personnel, would cost taxpayers \$400,000! What will it be now?? Now one can tell us that answer. **This is government overreach, and the working families of Florida will pay the price!**

Remember:

- **Right now: any worker can change their minds and cancel dues payments at any time.**
- **Right now: all workers are told and educated that they can cancel union membership at any time.**
 - **Right now: any worker can move to start de-certifying the union on their workplace.**
 - **Neither workers nor employers have asked for this bill**

THERE IS NO NEED FOR THIS BILL!