



PERC NEWS

Florida Public Employees Relations Commission

April 1— June 30, 2004

SEAG Is Certified

By Carlos R. Lopez, Hearing Officer

On June 6, 2000, the State Employees Attorneys Guild, FPD, NUHHCE, AFSCME, AFL-CIO (SEAG), filed a representation-certification petition seeking to represent a unit of attorneys employed by the State of Florida. On May 13, 2003, after a long procedural history, the Commission defined a bargaining unit of State non-supervisory Selected Exempt Service professional employees, including the petitioned-for attorneys, and a secret mail ballot election was conducted from October 15 through November 5, 2003. SEAG was determined to have prevailed in the election. On January 9, 2004, the State filed a post-election petition, objecting to the conduct of the election. On January 29, SEAG filed a response to the petition.

The State alleged that SEAG engaged in "ex parte" communications with the Commission's elections agents. It further alleged that SEAG provided misinformation to voters concerning the deadline to submit votes. A majority of the Commission, consisting of Chair Poole and Commissioner Kossuth, determined that the State had engaged in the same conduct as SEAG in communicating with the Commission's elections agents and that such communications were not ex parte communication as defined in Section 120.66, Florida Statutes (2003). It also concluded that the alleged misinformation to voters resulted from actions by the Commission's elec-

tions staff, not SEAG, but that the State had provided no proof from any eligible voters that they were adversely affected by this error.

The State also alleged that: 1) the Notice of Election was premised upon outdated information significant enough to impact the outcome of the election; 2) due to the passage of time between the Order Directing Election and the mailing of the ballots and vote count, numerous eligible voters did not receive ballots because of a change in their status or address; and 3) since the close of the evidentiary hearing in this case, significant organizational changes occurred within the State of Florida that rendered the information relied upon for the election inaccurate. The substance of these objections pertained to deficiencies allegedly affecting the accuracy of the eligibility list that the State had provided.

The majority of the Commission determined that the State's objections to the eligibility list should have been filed prior to the election as provided for in Florida Administrative Code Rule 60CC-2.002(4). It also noted that the State's pleadings filed prior to the election did not reveal a concern with its ability to provide an accurate eligibility list. Rather, in those pleadings, the State recognized that the bargaining unit was not defined by agency, but by job classifications that were not affected by the

merger or abolition of various state agencies or departments. Thus, the majority rejected the State's assertion that it had been precluded from providing an accurate eligibility list.

Notwithstanding that any problems raised by the State regarding the eligibility list were of its own creation, the majority closely reviewed the remaining objections and found that there was insufficient evidence to conclude that eligible voters had been adversely affected. The majority also concluded that the State had provided no evidence of misconduct on the part of SEAG or the Commission's elections staff or evidence from eligible voters demonstrating either a significant disruption of the election's laboratory conditions or an interference with employees' freedom of choice. Therefore, the State's post-election petition was dismissed and SEAG was certified as the bargaining agent for the unit. *See SEAG v. JEB Bush, as Governor of the State of Florida*, 30 FPER ¶ 134. The state has appealed the certification order to the First District Court of Appeal.

Commissioner Varn dissented, concluding that an evidentiary hearing should be conducted to determine whether eligible voters had been disenfranchised.

In this Issue:	State Attorney's Investigators	2	Declaratory Statement Case.....	6
	Career Service Cases.....	3	Veterans' Preference Cases.....	6
	Unfair Labor Practice Cases	4	Whistle-Blower Cases.....	6
	Representation Cases	5	Elections Verified	7

Investigators At Each State Attorney's Office May Form Collective Bargaining Units

By Sharon A. Zahner, Hearing Officer

In *Dade County Police Benevolent Association v. Miami-Dade County State Attorney's Office v. International Union of Police Associations, AFL-CIO v. Florida Prosecuting Attorney's Association*, 30 FPER ¶ 104 (2004), the Commission determined that a unit composed of investigators at the Miami-Dade County State Attorney's Office (Miami-Dade SAO) was an appropriate bargaining unit. In April 2003, the Dade County PBA sought to represent two units of Miami-Dade SAO investigators. The employees in the two proposed units were later combined into a single unit of non-supervisory investigators. Miami-Dade SAO objected to the composition of the unit asserting that the State of Florida was the public employer and that a statewide unit of investigators was an appropriate unit.

The Governor declined an opportunity to become a party, asserting that he is the employer solely for employees identified in Section 447.203(2), Florida Statutes. This section does not include the members of the proposed bargaining unit. The IUPA was granted intervenor status, as was the Florida Prosecuting Attorney's Association, based on its assertion that the case would affect all the other state attorney offices.

After a hearing, the hearing officer determined that the Miami-Dade SAO possessed sufficient legal distinctiveness to qualify as the public employer of the employees in the proposed unit. The hearing officer found that each state attorney has the independent authority to hire, promote, demote, evaluate, dismiss, and assign work to its employees and that each has considerable discretion in setting salaries, establishing holiday schedules, and developing disciplinary and grievance procedures. Notwithstanding his determination that the Miami-Dade SAO is the public employer, the hearing officer concluded that a unit limited to the employees of a single state attorney office would result in a fragmented unit. Thus, he concluded that the only appropriate unit was a statewide unit of investigators from all twenty state attorney offices. The hearing officer relied on the language in Section 447.307(3)(a)2., Florida Statutes, requiring the Commission to identify the public "employer" or "employers" for purposes of collective bargaining to support his recommendation of a multi-employer unit.

The Commission agreed with the hearing officer's conclusion that the Miami-Dade SAO was the public employer, noting that a public employer need not possess total control over its employees to qualify as a public employer. It stated

that a public employer must only possess sufficient control to bargain effectively.

The Commission, however, disagreed with the hearing officer's conclusion that the proposed unit was overly-fragmented. Although the Commission has previously recognized joint employers, it has not addressed the appropriateness of multi-employer bargaining units. The Commission rejected the hearing officer's reliance on the language in Section 447.307(3)(a)2, Florida Statutes, to support multi-employer units. The Commission refused to attribute to that language legislative intent for multi-employer units in this case when the parties did not contend that the twenty state attorney offices constituted joint employers and the record failed to support such a contention. Thus, the Commission declined to determine that a multi-employer unit was required, and because the Miami-Dade SAO was the sole employer, it concluded that a unit limited to its investigators was appropriate and not overly-fragmented.

In the representation election, the employees chose to remain unrepresented. No objections to the election were filed.

PERC NEWS

Published quarterly by the
Public Employees Relations Commission
4050 Esplanade Way
Tallahassee, Florida 32399-0950
(850) 488-8641
FAX (850) 488-9704

Donna Maggert Poole	Chair
Charles H. Kossuth, Jr.	Commissioner
Jessica E. Varn	Commissioner
Stephen A. Meck	General Counsel
Suzanne M. Choppin	Editor
Christi Gray Sundberg	Case Summaries
Barbara Kirkland	Designer

PERC News does not contain official expressions
of Commission or court decisions and
should not be cited as authority.

To be placed on or removed from the PERC News
mailing list,
please call (850) 488-8641 or email
suzanne.choppin@perc.state.fl.us



Career Service Cases

Roundtree v. Department of Children and Families, 19 FCSR 97 (2004).

Dismissal of a family services counselor for fabricating a document affirmed.

Farmer v. Department of Children and Families, 19 FCSR 99 (2004).

Dismissal of a human services worker I for use of crude and vulgar language to residents affirmed.

Ott v. Department of Transportation, 19 FCSR 101 (2004).

Dismissal for being absent from work without authorization for three consecutive days affirmed.

Schooley v. Department of Health, 19 FCSR 105 (2004).

Dismissal of a registered nurse specialist for being unable to perform her duties affirmed. Mitigation not warranted.

Johnson v. Department of Children and Families, 19 FCSR 107 (2004).

Appeal dismissed. Commission lacked jurisdiction because employee voluntarily resigned prior to her termination being effective. The resignation was not the result of duress.

Hinkson v. Department of Juvenile Justice, 19 FCSR 111 (2004).

Appeal dismissed because the Commission lacked jurisdiction. Employee failed to demonstrate his resignation was involuntary and he did not timely file his appeal.

Vosding v. Department of Juvenile Justice, 19 FCSR 113 (2004).

Appeal dismissed because Commission lacked jurisdiction. Employee was a selected exempt service employee and her dismissal did not result from any conduct which occurred while she was a career service system employee.

Mayton, Jr. v. Department of Corrections, 19 FCSR 115 (2004).

Five-workday suspension of a correctional officer for sleeping on duty affirmed. Mitigation not warranted.

Guerra v. Department of Children and Families, 19 FCSR 117 (2004).

Dismissal of a clerk typist specialist for inability to perform assigned duties affirmed.

Walker v. Department of Corrections, 19 FCSR 121b (2004); Monsen v. Department of Corrections, Case No. BP-2004-004 (June 10, 2004).

Back pay cases closed because neither party filed a back pay petition with the Commission.

Hernandez v. Department of Revenue, 19 FCSR 122b (2004).

Appeal dismissed for lack of jurisdiction where employee had not attained permanent status in his position at the time of his dismissal.

Clarke v. Department of Corrections, 19 FCSR 123 (2004).

Dismissal of correctional officer for negligence and unauthorized possession of a firearm on Agency's property affirmed. Mitigation not warranted.

Jennette v. Department of Corrections, 19 FCSR 127 (2004).

Suspension of a correctional officer for being inattentive affirmed. Mitigation not warranted.

Antigua and Antigua v. Department of Children and Families, 19 FCSR 129 (2004).

Dismissal of family services counselors for soliciting contributions from clients and insubordination affirmed.

Kennebrew v. Department of Children and Families, 19 FCSR 133b (2004).

Appeal dismissed for lack of jurisdiction where employee had not attained permanent status. Motion to reopen the record denied.

Falls v. Department of Highway Safety and Motor Vehicles, 19 FCSR 136b (2004).

Suspension of law enforcement officer for leaving a stranded motorist affirmed. Mitigation not warranted.

White v. Department of Juvenile Justice, 19 FCSR 141 (2004).

Dismissal of a juvenile detention officer for insubordination affirmed.

Roland v. Department of Children and Families, 19 FCSR 143 (2004).

Dismissal of a economic self-sufficiency specialist I for physical inability to perform assigned duties affirmed.

Granson v. Department of Children and Families, 19 FCSR 146 (2004).

Dismissal of a systems project analyst for alleged conduct unbecoming a public employee vacated. Reinstatement ordered and back pay awarded.

Larson v. Department of Corrections, 19 FCSR 149 (2004).

Suspension of a correctional probation senior officer for failure to follow her supervisor's reasonable instructions affirmed. Mitigation not warranted. Employee excused from failing to appear at the hearing because she saw a dentist on an emergency basis that day for an infected tooth.

Fernandez v. Department of Health, 19 FCSR 151 (2004).

Agency ordered to pay the employee \$1,299.88 in back pay.

Klein v. Department of Education, 19 FCSR 154 (2004).

Appeal dismissed for lack of jurisdiction. Employee failed to timely file an amended petition challenging his reclassification in August 2003. Commission is not vested with jurisdiction in 2004 to consider Klein's claim merely because he failed to follow proper administrative procedures in 2003. Commission is only authorized to hear appeals from permanent career service system employees. Employee was selected exempt service employee at the time of his alleged dismissal.

Sampson v. Department of Management Services, 19 FCSR 155 (2004).

Appeal dismissed for lack of jurisdiction. Employee is an employee of a private company that has a contract with the state.

(Continued from page 3)

Swan v. Department of Management Services, 19 FCSR 156 (2004).

Dismissal of a benefits specialist for excessive absenteeism and continuing absence without leave affirmed. Agency failed to comply with the 10-day dismissal notice but the lack of notice did not prejudice the employee.

Smith v. Department of Corrections, Case No. CS-2004-091 (June 2, 2004).

Suspension of a correctional probation senior officer for failing to close delinquent cases and complete regular work affirmed. Mitigation not warranted.

Arivett v. Department of Children and Families, Case No. CS-2004-094 (June 2, 2004).

Dismissal of a human services worker II for poor performance affirmed. Employee was sleeping on the job.

Nettles v. Department of Corrections, Case No. CS-2004-090 (June 8, 2004).

Dismissal of a correctional officer lieutenant for abusing two inmates and making untruthful statements to an inspector affirmed. Mitigation not warranted.

Johnson v. Department of Juvenile Justice, Case No. CS-2001-099 (June 10, 2004).

Appeal dismissed because employee abandoned it.

Johnson v. Department of Children and Families, Case No. CS-2004-110 (June 10, 2004).

Appeal of overtime pay and travel expenses dismissed for lack of jurisdiction.

Gewirtz v. Department of Children and Families, Case No. CS-2004-087 (June 14, 2004).

Dismissal of an economic self-sufficiency specialist I for poor performance and inability to perform assigned duties affirmed.

Charles v. Department of Environmental Protection, Case No. CS-2004-088 (June 15, 2004).

Dismissal of an engineer III for insubordination and conduct unbecoming a public employee for sending e-mails affirmed.

Landon v. Department of Corrections, Case No. CS-2004-102 (June 15, 2004).

Appeal dismissed because Commission lacked jurisdiction. Employee did not attain permanent career service status.

Dawkins v. Department of Corrections, Case No. CS-2004-101 (June 17, 2004).

Suspension of a correctional officer for sleeping during training session vacated. Back pay awarded.

Coachman v. Department of Juvenile Justice, Case No. CS-2004-081 (June 21, 2004).

Dismissal of a licensed practical nurse for negligence affirmed. Employee failed to take steps to ensure that the medical staff assess the resident and failed to document resident's request for a medical evaluation.

Clark v. Department of Corrections, Case No. CS-2004-100 (June 28, 2004).

Demotion of a correctional officer sergeant for insubordination affirmed. Employee failed to return keys and failed to prepare incident report as directed. Mitigation not warranted.

Finegold v. Department of Health, Case No. CS-2004-105 (June 28, 2004).

Suspension of an environmental specialist II for insubordination affirmed.

Jordan v. Department of Corrections, Case No. CS-2004-092 (June 29, 2004).

Dismissal of a correctional officer sergeant for conduct unbecoming a public employee affirmed. Mitigation not warranted.

Love v. Department of Corrections, Case No. CS-2004-106 (June 29, 2004).

Dismissal of a correctional officer for failing to maintain a professional relationship with a person under its supervision affirmed. Mitigation not warranted.

McClure v. Department of Corrections, Case No. CS-2004-089 (June 30, 2004).

Dismissal of a secretary specialist – F/C for conduct unbecoming a public employee affirmed. Employee's failure to appear at an earlier hearing due to was considered excusable neglect.



Unfair Labor Practice Cases

Arena, Shelly, Tafuto, and Cullen v. Collier Support Personnel and Florida Education Association, 30 FPER ¶ 88 (2004).

Unfair labor practice charges dismissed. Non-compliance with a Commission order needs to be remedied in circuit court.

City of Jacksonville v. Professional Association of City Employees, 30 FPER ¶ 94 (2004).

City entitled to \$79,914.93 for attorney's fees and costs of litigation. City denied attorney's fees for litigating the amount of fees.

Costello v. AFSCME, 30 FPER ¶ 97 (2004).

General Counsel's summary dismissal affirmed. Charge was untimely filed.

Hamilton County Education Association v. School Board of Hamilton County, 30 FPER ¶ 85 (2004).

School Board committed an unfair labor practice by failing to comply with an arbitrator's award. Union awarded attorney's fees and costs.

Professional Association of City Employees v. City of Jacksonville, Case No. CA-2004-034 (June 1, 2004).

General Counsel's summary dismissal affirmed. Allegation that a rival union representative has violated an employer's solicitation rule does not constitute coercion, interference, or restraints within the context of an unfair labor practice.

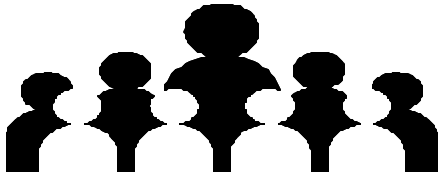
Hayes v. Leon County School Board, Case No. CA-2004-111 (June 29, 2004); Hayes v. Florida Education Association, Case No. CB-2004-153 (June 30, 2004).

General Counsel's summary dismissals affirmed. Charges were untimely filed.

(Continued on page 5)

(Continued from page 4)

Representation Cases



Service Employees International Union, Local 1991 v. Florida International University, Case No. RC-2004-019 (Apr. 2, 2004).

Petition dismissed because union was not registered with the Commission and a unit of nurses and advanced registered nurses at a university would create excessive fragmentation.

Reedy Creek Firefighters Association, Local 2117, of the IAFF v. Reedy Creek Improvement District, 30 FPER ¶ 86 (2004).

Unit clarification petition seeking to include two classifications in a bargaining unit granted. Petition seeking an opt-in election for code enforcement specialists approved.

Florida PBA v. City of Bradenton, 30 FPER ¶ 89 (2004).

Consent election agreement seeking to represent a unit of police lieutenants approved.

Hernando County Professional Firefighters, Local 3760 v. Hernando County Board of County Commissioners, 30 FPER ¶ 90 (2004).

Petition seeking to represent a supervisory unit of certified fire and rescue captains approved.

International Union of Painters and Allied Trades, Local 1010 v. City of Deerfield Beach, Case No. UC-2003-017 (Apr. 6, 2004).

Unit clarification petition seeking to include several classifications in a wall-to-wall bargaining unit granted.

Florida State Lodge, FOP v. Charlotte County Sheriff's Office, 30 FPER ¶ 93 (2004).

Recognition-acknowledgment petition for a supervisory bargaining unit of lieutenants granted.

Levy County Board of County Commissioners v. Northeast Florida Public Employees, Local 630, LIUNA, 30 FPER ¶ 98 (2004).

Unit clarification petition seeking to include several newly-created classifications into the bargaining unit, to delete others that no longer exist, and to update the unit description to reflect name changes granted.

Levy County Board of County Commissioners v. Northeast Florida Public Employees, Local 630, LIUNA, 30 FPER ¶ 103 (2004).

Unit clarification petition seeking to include newly-created positions, delete obsolete positions, and make position name changes granted.

Florida State Lodge, FOP v. Clay County Sheriff's Office, 30 FPER ¶ 105 (2004).

Consent election agreement seeking to represent a unit of sergeants and lieutenants approved.

In Re Petition of FPEC 79, AFSCME, 30 FPER ¶ 115 (2004).

Petition to disclaim interest in continuing to represent a bargaining unit of operational services employees granted and certification revoked.

Florida PBA v. Sheriff of Santa Rosa County v. Florida State Lodge, FOP, 30 FPER ¶ 119 (2004).

A unit of detective deputies or corporals and a unit of sergeants and lieutenants approved.

Florida State Lodge, FOP v. Sheriff of Santa Rosa County v. Florida PBA, 30 FPER ¶ 120 (2004).

Petitions dismissed because union is designated as an intervenor for the same proposed units in different representation-certification petitions.

International Union of Police Associations v. Town of Juno Beach, Case No. RC-2004-007 (May 17, 2004).

Consent election agreement seeking to represent a unit of rank-and-file law enforcement personnel approved.

Pinellas County PBA v. City of Crystal River v. Florida PBA, Case No. RC-2004-020 (May 17, 2004).

Union's disclaimer of interest granted and certification revoked.

In Re Petition of the United Faculty of Miami-Dade College, Local 4253 to Amend Certification No. 1191, Case No. AC-2004-004 (May 25, 2004).

Petition to reflect name change to Miami-Dade College granted.

In Re Petition of the City of Inverness, Case No. MS-2004-003 (May 26, 2004).

The certifications covering a rank-and-file unit and a supervisory unit of law enforcement officers revoked. City no longer employs personnel in these classifications.

Communications Workers of America, v. City of Gainesville, Case No. RC-2004-036 (May 26, 2004).

Representation-certification opt-in petition dismissed because of the contract bar provision.

Florida State Lodge, FOP v. Clay County Sheriff's Office, Case No. RC-2004-018 (June 1, 2004).

Consent election agreement seeking to represent a unit of deputy sheriffs approved.

In Re Petition of the Union of Escambia Education Staff Professional, to Amend Certification 850, Case Nos. AC-2004-001 and 002 and 003 (June 2, 2004).

Petitions seeking to reflect the name of the certified bargaining agent as the Union of Escambia Education Staff Professional, FEA, NEA, AFT, AFL-CIO granted.

Government Supervisors Association of Florida, Office and Professional Employees International Union, Local 100, AFL-CIO v. City of Naples, Case No. RC-2003-117 (June 2, 2004).

Unit of supervisory employees approved.

(Continued on page 6)

(Continued from page 5)

South Miami, Florida City Employees Local 3294 of AFSCME v. City of South Miami v. Government Supervisors Association of Florida/Office and Professional Employees International Union, Local 100, Case No. RC-2004-047 (June 14, 2004).

Representation-certification petition dismissed because it fails to meet the 30% showing of interest requirement, was filed within twelve months of the verification of election, and was filed outside of the "window period."

UFF v. University of Florida Board of Trustees, Case No. RA-2004-009 (June 15, 2004).

Recognition-acknowledgment petition for a bargaining unit of graduate assistants granted.

Teamsters Local Union No. 385 v. Town of Oakland, Case No. RC-2004-028 (June 16, 2004).

Consent election agreement seeking to represent a unit of rank-and-file police officers approved.

Professional Firefighters of Tallahassee, Local 2339, IAFF v. City of Tallahassee, Case No. RC-2004-017 (June 18, 2004).

Consent election agreement seeking to represent a unit of supervisory employees in the fire department approved.

City of Rockledge v. Rockledge Firefighters, Local 3138, Case No. UC-2004-011 (June 22, 2004).

Unit clarification petition seeking to exclude the classification of fire inspector from a unit of firefighting personnel granted.

International Union of Police Associations v. City of Clermont/Police Department v. Florida PBA, Case No. RC-2004-032 (June 24, 2004).

Unit of police officers and police officer/detectives approved.

FPEC 79, AFSCME v. University of South Florida Board of Trustees, Case No. RC-2003-118 (June 30, 2004).

Unit of non-professional university support personnel approved. Two classifications were found not to be confidential employees even though the parties stipulated to such designation.

Palm Beach County PBA v. Town of Jupiter v. International Union of Police Association, Case No. RC-2004-029 (June 30, 2004).

Consent election agreement seeking to represent a unit of rank-and-file non-sworn communications officers and sworn officers in the ranks of police officer and sergeant approved.

FPEC 79, AFSCME v. City of Jacksonville v. Professional Association of City Employees v. Jacksonville City Employees Union, 30 FPER ¶ 118 (2004).

A joint e-mail to employees by the employer and a rival union is not considered campaign material because of the context in which it originated and because part of the e-mail provided information on a proposed performance-based pay plan. Nevertheless, the Commission concluded that the e-mail did not contain unlawful threats of reprisal or promises of benefits and the e-mail constituted free speech.

Veterans' Preference Cases

Samson v. Department of Health, 30 FPER ¶ 87 (2004).

Complaint dismissed because the individual hired by the employer was more qualified than the veteran.

Kiper v. Department of Environmental Protection, 30 FPER ¶ 110 (2004).

Complaint dismissed because a laid-off veteran did not possess the minimum qualifications for the retained positions of engineer I held by non-veterans and was, therefore, not entitled to any special consideration for those positions after his position was eliminated.



Declaratory Statement Case

In Re Petition for Declaratory Statement of the Government Supervisor's Association of Florida, OPEIU, Local 100, 30 FPER ¶ 100 (2004).

Declaratory statement petition dismissed and redocketed as a miscellaneous petition. The unit placement of two positions needs to be resolved so the parties will know which bargaining agent represents the positions.



Whistle-Blower Cases

Gamb v. Department of Juvenile Justice, 30 FPER ¶ 102 (2004).

Complaint dismissed because employee's disclosure was not signed and submitted in writing to an agency or federal government agency having authority to investigate, police, manage or otherwise remedy the situation. Even if the information had been disclosed in the proper form to the proper person, the alleged whistle-blower activity was not shown to be a substantial or motivating factor in the adverse employment actions, including the employee's discharge.

Welch v. Department of Children and Families, 30 FPER ¶ 116 (2004).

Complaint dismissed because employee's whistle-blowing conduct was not a substantial or motivating factor in any action the employer took against her.

Lee-Green v. Department of Health, 30 FPER ¶ 117 (2004).

Complaint dismissed because there was no evidence it was filed in accordance with Section 112.31895, Florida Statutes.

Elections Verified and Certifications Issued

Florida PBA v. Sheriff of Hendry County, Case No. EL-04-012; Election 3/17 - 4/7/2004; Union lost.

Florida PBA v. Sheriff of Hendry County. Case No. EL-04-013; Election 3/17 - 4/7/2004; Union lost.

Polk County Professional Firefighters, Local 3531 v. Polk County, Case No. EL-04-016; Election 3/25 - 4/15/2004; Union won.

Teamsters Local Union 385 v. City of Winter Garden, Case No. EL-04-009; 4/8/2004; Certification 1473.

Florida State Lodge, FOP v. Charlotte County Sheriff's Office, Case No. RA-04-004; 4/13/2004; Certification 1474.

Coastal Florida PBA v. Sheriff of Nassau County v. Florida State Lodge, FOP, Case No. EL-04-005; 4/15/2004; Certification 1475.

Coastal Florida PBA v. Sheriff of Nassau County, 4/15/2004; Certification 1476.

Southwest Florida Professional Firefighters and Paramedics #1826 v. Fort Myers Shores Fire Rescue, Case No. EL-04-011; 4/13/2004; Certification 1477.

FPEC 79, AFSCME v. City of Jacksonville, Case No. EL-04-008; 5/11/2004; Certification 1478.

Florida State Lodge, FOP v. City of Ocala, Case No. EL-04-017; Election 4/23/2004; Union won; Certification 1479 issued 5/11/2004.

State Employees Attorneys Guild v. State of Florida, Case No. EL-03-026; Election 5/14/2004; Certification 1480.

FPEC 79, AFSCME v. UCF Board of Trustees, Case No. EL-04-010; Election 4/6 - 4/28/2004; Union won; Certification 1481 issued 5/17/2004.

Florida PBA v. Sheriff of Sarasota County, Case No. EL-04-018; Election 4/22 - 5/13/2004; Union won; Certification 1482 issued 6/1/2004.

Florida PBA v. City of Bradenton, Case No. EL-04-020; Election 4/27 - 5/18/2004; Union won; Certification 1483 issued 6/1/2004.

FPEC 79, AFSCME v. UF Board of Trustees, Case No. EL-04-002; Election 4/28 - 5/19/2004; Union won; Certification 1484 issued 6/4/2004.

Reedy Creek Firefighters Association, Local 2117, of the IAFF v. Reedy Creek Improvement District, Case No. EL-04-019; Election 4/29 - 5/20/2004; Union won.

Hernando County Professional Firefighters, Local 3760, IAFF v. Hernando County Board of County Commissioners, Case No. EL-04-021; Election 4/30 - 5/20/2004; Union won; Certification 1485 issued 6/7/2004.

Palm Beach County PBA v. Sheriff of Palm Beach County v. Federation of Public Employees, Case No. EL-04-014; Election 5/5 - 5/27/2004; PBA won; Certification 1486 issued 6/14/2004.

Palm Beach County PBA v. Sheriff of Palm Beach County, Case No. EL-04-015; Election 5/5 - 5/27/2004; Union won; Certification 1487 issued 6/14/2004.

(Continued from page 7)

Dade County PBA v. Miami-Dade County State Attorney's Office v. IUPA v. Florida Prosecuting Attorney's Association, Case No. EL-04-022; Election 5/19 - 6/9/2004; Unions lost.

UFF v. UF Board of Trustees, Case No. RA-04-009; Election 6/15/2004; Certification 1488.

Florida PBA v. Sheriff of Santa Rosa County v. Florida State Lodge, FOP, Case No. EL-04-024; Election 6/21/2004; PBA won.

Florida PBA v. Sheriff of Santa Rosa County v. Florida State Lodge, FOP, Case No. EL-04-025; Election 6/21/2004; No choice between PBA and no.

IUPA v. Town of Juno Beach, Case No. EL-04-026; Election 6/3 - 6/24/2004; Union lost.

Pinellas County PBA v. City of Crystal River v. Florida PBA, Case No. EL-04-027; Election 6/8 - 6/29/2004; Pinellas PBA won.



STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION
4050 Esplanade Way
Tallahassee, Florida 32399-0950

Presort
Standard
U.S. Postage
PAID
Tallahassee, FL
Permit No. 55