



PERC NEWS

Florida Public Employees Relations Commission

January 1—March 31, 2006

FSU and UWF Successor Cases: Part II

By John G. Showalter, Hearing Officer.

As reported in a previous PERC News, in *Florida Public Employees Council 79, AFSCME and United Faculty of Florida v. Florida State University Board of Trustees* and *Florida Public Employees Council 79, AFSCME v. University of West Florida Board of Trustees*, 29 FPER ¶ 281 (2003), a Commission majority held that individual university boards of trustees are not successor employers to the Florida Board of Education (FBOE). As a result, in *FSU*, the Commission concluded that FSU did not commit an unfair labor practice by ceasing dues deduction and failing to process grievances, and in *UWF*, the Commission concluded that UWF did not unlawfully cease the collection of union dues for AFSCME. On February 14, 2005, the First District Court of Appeal reversed the Commission and held that the UWF and FSU boards of trustees are successor employers to the FBOE. *United Faculty of Florida and Florida Public Employees Council 79, AFSCME v. Public Employees Relations Commission, Florida State University Board of Trustees, and University of West Florida Board of Trustees*, 890 So. 2d 96 (Fla. 1st DCA 2005), cert. denied, SC05-813 (Fla. July 27, 2005). The case was returned to the Commission for further proceedings consistent with the First DCA’s opinion.

The Commission then remanded the cases to the hearing officers to revisit their analyses in light of the court’s determination that UWF and FSU are successor employers. The hearing officer in the UWF case issued a supplemental recommended order concluding that UWF committed an unfair

labor practice by unilaterally ceasing dues deduction for AFSCME bargaining unit members. He further determined that AFSCME was not entitled to attorney’s fees and costs. The hearing officer in the FSU case issued her supplemental recommended order concluding that FSU lawfully ceased deducting dues for UFF and AFSCME members, but committed an unfair labor practice by repudiating the grievance process. She also determined that AFSCME and UFF were not entitled to an award of attorney’s fees and costs.

On December 23, 2005, the Commission issued its final order concluding that FSU and UWF committed unfair labor practices when they altered the status quo by ceasing dues deduction. In addition, FSU committed an unfair labor practice by failing to process UFF’s grievance challenging the cessation of dues deduction. As a remedy, FSU had to process that grievance, but FSU did not have to accept and consider grievances which could have been filed, but were not. *Florida Public Employees Council 79, AFSCME v. University of West Florida Board of Trustees and Florida Public Employees Council 79, AFSCME and United Faculty of Florida v. Florida State University Board of Trustees*, 31 FPER ¶ 257 (2005).

In resolving the allegation that UWF and FSU illegally altered the status quo by ceasing dues deductions for union members, the Commission was mindful of the First DCA’s admonition in its February 14 order that the Section 447.201, Florida Statutes, goal of promoting “harmonious and coopera-

tive relationships between government and its employees” is not served by allowing an employer to unilaterally alter employees’ terms and conditions of employment based solely upon a “reshuffling of the higher reaches of the bureaucracy” which had no effect on the employees. The First DCA recognized, consistent with the employees’ Article I, Section 6, constitutional right to bargain collectively, that FSU and UWF were obligated to maintain the status quo of the employees’ terms and conditions of employment.

The Commission noted that the hearing officers employed the traditional status quo analysis and initially examined the contractual dues deduction article. While this would normally have been the correct analytical approach, the Commission first considered how the determination of the status quo was affected by AFSCME’s, UFF’s, and the employees’ statutory right to dues deduction. Pursuant to Section 447.303, Florida Statutes, the legislature has granted to certified bargaining agents the right to have its dues deducted and collected by the public employer for employees who authorized such deductions. This right is not dependent on the existence of a collective bargaining agreement and it is enforced as long the employee organization remains the certified bargaining agent.

The Commission rejected UWF and FSU’s argument that the statutory provision was inapplicable because AFSCME and UFF were not the certified bargaining agents for any units of employees at the time they

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ceased deducting dues. The Commission determined that an employee organization which has not yet had its certification amended to reflect the name of the new successor employer retains the right to have its dues deducted pursuant to Section 447.303, Florida Statutes. But for completing the ministerial process of having their certifications amended, AFSCME and UFF were the putative certified bargaining agents for their respective units of employees when the FSU and UWF boards of trustees became the employers.

The decision ensured that labor stability would be maintained at a time when significant changes were occurring at the successor employer, and the important dues deduction right of employees and employee organizations would not be abridged by a mere “reshuffling in the higher reaches of the bureaucracy.” Based on the foregoing, the Commission concluded that FSU and UFF unlawfully altered the status quo by ceasing dues deduction. As a remedy, FSU and UWF were directed to cease refusing to deduct dues for AFSCME and UFF bargaining unit members in the successorship situation.

The Commission also resolved the allegation by UFF that FSU committed an unfair labor practice by refusing to process a specific grievance regarding dues deduction and by repudiating the grievance process. In resolving this allegation, the Commission relied on its recent decision in *United Faculty of Florida v. Florida Agricultural and Mechanical University Board of Trustees*, Case No. CA-03-045 (Fla. PERC Dec. 12, 2005), vacated and reissued, 32 FPER ¶ 34 (2006), that the grievance procedure survived the expiration of the contract, and thus the employer’s repudiation of the grievance procedure was unlawful. As a remedy in *FAMU*, the Commission majority (Commissioner Kossuth dissenting) required the employer to process seven grievances which had been filed by the union. However, the Commission majority rejected the hearing officer’s recommended remedy that employees be given thirty days to file grievances which could have been filed, but were not filed due to the apparent futility of filing grievances. The Commission majority reasoned those grievances had not been filed during the proceedings and were, therefore, not properly perfected.

Based upon the reasoning in *FAMU*, the Commission concluded that FSU committed an unfair labor practice by failing to process

UFF’s grievance challenging the cessation of dues deduction and, as a remedy, FSU was required to process that grievance. However, as in *FAMU*, the Commission rejected the hearing officer’s recommended remedy that FSU accept and consider grievances which could have been filed, but were not. No party was awarded attorney’s fees.

As in *FAMU*, Commissioner Kossuth dissented in the UWF and FSU cases on the issue of attorney’s fees for the dues deduction allegation and to the remedy for repudiating the grievance procedure. Commissioner Kossuth stated that the Commission should have accepted the remedy recommended by the hearing officer and directed FSU to accept grievances that were not filed due to the futility of doing so at the time. In addition, Commissioner Kossuth stated that AFSCME and UFF should have been awarded attorney’s fees for the dues deduction claim because at least at the point when the Florida Supreme Court denied certiorari review of the First DCA’s decision holding that FSU and UFF were successor employers to the FBOE, FSU and UFF knew or should have known that their unilateral decision to cease dues deduction was unlawful.

The Commission’s final order was not appealed.

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Commissioner Varn Reappointed

Chair Poole, Commissioner Kossuth, and the PERC staff are pleased to announce that Commissioner Jessica E. Varn has been reappointed as a Commissioner by Governor Bush effective January 19, 2006 to January 1, 2010. This is Commissioner Varn’s second four-year term. She was previously appointed to the Commission in 2002. Over the past four years, the Commission has benefited greatly from Commissioner Varn’s varied legal experience, which includes trial and appellate work at a Tallahassee law firm, serving as a judicial clerk at the First District Court of Appeal, and teaching at Florida State University School of Law. Congratulations, Commissioner Varn.

New Staff

The Commission welcomed Trevor Flanagan to the staff in January. Trevor has fifteen years of information technology experience. He specializes in office automation using technology and has several new ideas for improving PERC's business workflow and customer access. Future plans include an improved website, capability for electronic filing, and delivery of PERC News via e-mail. Trevor enjoys the outdoors and is an avid Florida State Seminole fan.

The Commission also welcomes Kim Harnden to our staff. Kim was born in Lexington, Kentucky, and has lived in Tallahassee for more than twenty-five years. Kim has a son, T.J., a daughter, Nicole, and two wonderful grandchildren, C.J. and Jacob. She is joining the Administrative Services section and will provide general staff support. Kim enjoys spending time with her family and attending her

son's football games, who is a middle linebacker for the University of Central Florida.

The Commission has a long-standing practice of providing internships for law students so that they can attain experience in public sector labor law. This semester, Yolanda Siples is interning at the Commission. Yolanda is a third-year student at Florida State University College of Law, and she has a Master of Science degree in Human Resource Management. Yolanda has assisted the elections division in conducting mail-ballot elections. She has also performed sufficiency reviews of unfair labor practice charges, composed case summaries for the PERC News, drafted orders, conducted legal research, and observed Commission hearings. Yolanda will graduate this spring and we all wish her well in her legal career.

FAMU Case Resolved

By Jerry W. Chatham, Hearing Officer.

On February 16, 2006, the Commission decided an unfair labor practice case filed by the United Faculty of Florida (UFF), a faculty union, against the Board of Trustees of Florida Agricultural and Mechanical University (FAMU). *United Faculty of Florida v. Florida Agricultural and Mechanical University Board of Trustees*, 32 FPER ¶ 34 (2006). The case had been stayed since 2003 to allow the First District Court of Appeal to resolve a precursor issue concerning the successor employer status of all the university boards of trustees following the statutory reorganization of the university governance hierarchy.

After the court decided that the boards of trustees were successor employers, the Commission lifted the stay, and ultimately concluded FAMU violated the

collective bargaining laws by refusing to maintain the status quo of the expired contract between the UFF and the Board of Governors/Board of Education pending contract negotiations. Despite various arguments by FAMU, vigorously presented, the Commission held that it "is not free to disregard the court's ruling." Accordingly, the Commission directed FAMU to restore the status quo, accept grievances in good faith, reinstate previously rejected grievances, reinstate released time for union stewards to the extent it is used in direct representation of employees, and bargain in good faith any necessary changes to conform the grievance procedure to the new administrative structure. The UFF has appealed the Commission's order to the First District Court of Appeal. Case No. 1D06-181.



Career Service Cases

Moss v. Department of Corrections, 21 FCSR 1 (2006).

Ten-day suspension of correctional officer sergeant for failure to follow supervisor's oral instructions to search every inmate after a fight between inmates affirmed.

Lebron v. Department of Corrections, 21 FCSR 4 (2006).

Five-day suspension of correctional officer for negligence for failing to respond to several fence alerts while assigned to a perimeter tower affirmed. Mitigation not warranted where seriousness of conduct outweighs short, but unblemished, work history.

Alston v. Department of Corrections, 21 FCSR 7 (2006).

Dismissal of correctional officer for sleeping on duty affirmed. Mitigation not warranted due to seriousness of conduct.

Wyche v. Department of Health, 21 FCSR 9 (2006); Patel v. Department of Revenue, Case No. CS-2006-003 (Mar. 16, 2006).

Appeals dismissed when employees failed to appear at their hearings.

Meyer v. Department of Health, 21 FCSR 10 (2006); Armstrong v. Department of Corrections, 21 FCSR 26 (2006).

Appeals filed more than fourteen days after receipt of final action letters dismissed as untimely filed.

Santiago v. Department of Corrections, 21 FCSR 13 (2006).

Dismissal of correctional probation officer for negligence for failing to timely submit reports, for substandard quality of work for several clerical and ministerial mistakes, and for failure to

follow supervisor's instruction to notify offenders that he would be unavailable during his suspension period affirmed. Mitigation not warranted due to seriousness of conduct and prior disciplinary record.

Hall v. Department of Juvenile Justice, 21 FCSR 15 (2006).

Dismissal of senior juvenile detention officer for allegedly moving from one area to another without approval and for failing to supervise youths cleaning a linen closet vacated where officer did receive approval and told officer in charge of youths to supervise the youths or remove them from the closet.

Jackson v. Department of Juvenile Justice, 21 FCSR 18 (2006).

Dismissal of senior juvenile detention officer for improperly processing two youths at the same time and failing to maintain supervision of a youth affirmed.

Pittman v. Department of Corrections, 21 FCSR 23 (2006).

Dismissal of correctional officer for negligence and willful violation of rules, regulations, directives or policy statements for bringing contraband into the facility affirmed. Mitigation not warranted where seriousness of conduct and prior disciplinary actions outweighs twenty-six year employment record.

Charles v. Department of Juvenile Justice, 21 FCSR 27 (2006).

Dismissal of juvenile detention officer for inability to perform assigned duties and insubordination affirmed where officer was unable to perform the essential duty of physically controlling detainees and failed to complete time sheets as ordered.

Barker v. Department of Corrections, 21 FCSR 30 (2006).

Appeal of five-day suspension dismissed for lack of jurisdiction where the agency unilaterally reduced the suspension to a written reprimand.

Davis v. Department of Children and Families, Case No. CS-2006-032 (Mar. 17, 2006).

Appeal filed by selected exempt service employee dismissed for lack of jurisdiction.



Unfair Labor Practice Cases

Florida Public Employees Council 79, AFSCME, AFL-CIO v. University of Florida Board of Trustees, 32 FPER ¶ 6 (2006).

The university did not unlawfully interfere with and discourage union membership by presenting inducements to bargaining unit members to transfer outside of bargaining unit. The university did not interfere with employees' protected rights by surveying bargaining unit members.

Clay County Fire Rescue Professionals, Local 3362 v. Clay County Board of Commissioners, 32 FPER ¶ 5 (2006).

Commission affirmed its earlier decision to replace special magistrate because he would be unable to hear impasse dispute for five month period. Corollary to Commission's authority to appoint special magistrates is the authority to withdraw an appointment if it is inimical to timely resolution of the impasse issues. The Commission's mandate by the legislature to resolve disputes between public employer and unions is not served by lengthy time lapses between a special magistrate's appointment and the convening of an impasse hearing.

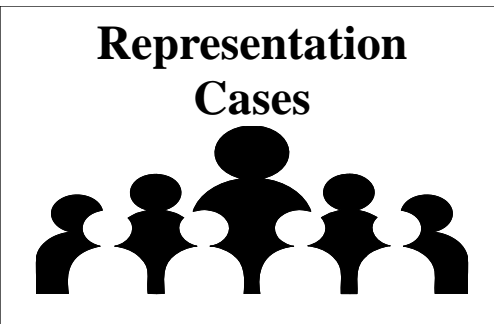
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Dade County Police Benevolent Association v. City of Hialeah, 32 FPER ¶ 16 (2006).

City's motion to defer unfair practice charge to arbitration was granted since longstanding deferral criteria had been satisfied and the parties' contract permitted arbitrator to decide the issue.

City of Lake Worth, Florida v. Professional Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF, Inc., 32 FPER ¶ 19 (2006).

City's motion seeking injunctive relief to stay impasse proceedings until resolution of city's unfair labor practice charge and attorney's fees was denied where unfair labor practice charge was summarily dismissed by the General Counsel.



Coastal Florida Public Employee Association v. Brevard County Sheriff's Office v. Coastal Florida Police Benevolent Association, Case No. RC-2005-039 (Jan. 4, 2006).

Representation-certification petition seeking to represent a unit of non-sworn employees granted. The PBA's request to disclaim interest in representing the unit was granted and its certification was revoked.

Professional Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF v. Palm Beach County, 32 FPER ¶ 7 (2006).

Consent election agreement seeking to represent a unit of battalion chiefs approved.

Federation of Physicians and Dentists / Alliance of Healthcare and Professional Employees v. Sheriff of Palm Beach, 32 FPER ¶ 10 (2006).

Representation-certification petition dismissed where the showing of interest did not expressly authorize the petitioning employee organization to represent the employees in the proposed unit.

Broward County Police Benevolent Association v. School Board of Broward County, 32 FPER ¶ 11 (2006).

Representation-certification petition seeking to represent a unit of police investigators granted.

Professional Firefighters of Marathon, Inc., Local 4396, International Association of Firefighters v. City of Marathon, 32 FPER ¶ 13 (2006).

Commission denied City's post-election objection which improperly reargued merits of order directing election and alleged that union president misrepresented to unit members the nature of the defined bargaining unit. The evidence of the statement was in the form of a newspaper article which constitutes hearsay and is, in itself, insufficient to support an election objection. Further, the Commission will not overturn an election based on inaccurate statements or campaign literature which does not contain a threat of reprisal or promise of benefit.

International Association of EMT's and Paramedics, SEIU/NAGE, AFL-CIO v. Emergency Medical Services Alliance, 32 FPER ¶ 15 (2006).

Union's motion for expedited issuance of an absentee e-mail ballot for an eligible voter on military leave was denied. Untested e-mail voting procedure did not provide requisite amount of security for secret ballot election.

Coastal Florida Police Benevolent Association v. City of Cocoa v. Florida State Lodge Fraternal Order of Police, 32 FPER ¶ 17 (2006).

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

Professional Firefighters/Paramedics of Lake County, Local 3990, IAFF v. Village Center Community Development District, 32 FPER ¶ 20 (2006).

Representation-certification petition seeking to represent a unit of certified fire suppression and emergency medical rescue personnel granted. Fire lieutenant classification was excluded due to supervisory conflict.

Federation of Public Employees, A Division of the National Federation of Public and Private Employees, AFL-CIO v. City of North Lauderdale, 32 FPER ¶ 21 (2006).

Unit clarification petition seeking to include the classifications of bus driver, canal maintenance foreman, canal maintenance worker, facility maintenance foreman, parks foreman, and utility field mechanic foreman in a unit of rank-and-file operational services employees granted.

Mulberry Professional Firefighters, International Association of Fire Fighters, Local 4425 v. City of Mulberry, 32 FPER ¶ 23 (2006).

Recognition-acknowledgment petition granted for a unit of certified firefighters in the classifications of firefighter, driver/engineer, fire inspector, fire lieutenant, and fire captain.

Santa Rosa Professional Educators v. Santa Rosa School Board, 32 FPER ¶ 27 (2006).

Consent election agreement seeking to represent a unit of non-instructional educational support employees approved.

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United Teachers of Dade, Local 1974, FEA, AFT, NEA, AFL-CIO v. Miami-Dade County School Board, 32 FPER ¶ 28 (2006).

Unit clarification petition seeking to include the classifications of parent liaison ESE, dental resident, and registered nurse/advanced registered nurse practitioner in a unit of professional, non-administrative and office employees granted.

Greenwood v. Teamsters, Local 285 v. Sheriff of Putnam County, 32 FPER ¶ 30 (2006).

Petition to revoke certification of union was dismissed where the Commission's petition form was incomplete.

Florida State Lodge, Fraternal Order of Police v. Sheriff of Pasco County, 32 FPER ¶ 31 (2006).

Representation petition seeking to represent a supervisory unit of sergeants and lieutenants granted.

Florida State Lodge, Fraternal Order of Police v. Sheriff of Pasco County v. Hillsborough County Police Benevolent Association d/b/a West Central Florida Police Benevolent Association, 32 FPER ¶ 33 (2006).

Representation-certification petition seeking to represent a rank-and-file unit of deputy sheriffs and corporals granted. The PBA's motion to intervene was granted since it was accompanied by the requisite showing of interest.

Local 3169, Professional Firefighters of Marion County, International Association of Firefighters v. Marion County Board of County Commissioners, Case No. RC-2005-063 (Feb. 21, 2006).

Consent election agreement seeking to represent a supervisory unit of fire captains and battalion chiefs approved.

Coastal Florida Police Benevolent Association v. Sheriff of Indian River County, Case No. RC-2005-070 (Mar. 2, 2006).

Consent election agreement seeking to represent a unit of non-supervisory law enforcement officers approved.

Teamsters Local Union 769 Affiliated with the International Brotherhood of Teamsters v. St. Lucie West Service District, Case No. RC-2005-045 (Feb. 15, 2006).

Consent election agreement seeking to represent a unit of non-supervisory operational water/waste workers approved.

Teamsters Local Union 769 Affiliated with the International Brotherhood of Teamsters v. St. Lucie West Service District, Case No. RC-2006-062 (Feb. 13, 2006).

Consent election agreement seeking to represent unit of supervisory employees approved.

Town of Davie v. Florida State Lodge, Fraternal Order of Police, Case No. UC-2005-019 (Mar. 15, 2006).

Unit clarification petition seeking to designate eight employees in the administrative aide job classification as confidential and/or managerial employees granted.

Campbell v. Teamsters Local Union 385 v. Sheriff of Putnam County, Case No. RD-2006-002 (Mar. 17, 2006).

Decertification petition for unit of rank and file sheriff department employees approved.

Florida State Employees Council 79, AFSCME, AFL-CIO v. City of Venice, Case No. UC-2005-006 (Mar. 17, 2006).

Unit clarification petition seeking to add fourteen classifications to a comprehensive bargaining unit granted.

Teamsters Local Union 769 Affiliated with the International Brotherhood of Teamsters v. Village of Biscayne, Case No. RC-2006-004 (Mar. 24, 2006).

Consent election agreement seeking to represent a unit of non-supervisory sworn law enforcement officers in the classifications of police officer and sergeants approved.



Alfred Nelson, Sr. v. Wakulla County Board of County Commissioners, 32 FPER 12 (2006).

Commission sustained veteran's preference complaint where employer improperly augmented veteran's score by ten points instead of the correct ten percent required by statute. Although the Commission will not choose between preference eligible veterans in deciding which individual was more qualified for the job, it will ensure that their scores were correctly calculated using the employer's numerically based process.

Elections Verified and Certifications Issued

Florida State Lodge, Fraternal Order of Police, Inc. v. Charlotte County Sheriff's Office, Case No. EL-2005-046; Election 12/14/2005 - 1/4/2006; Union lost.

Teamsters Local Union No. 385 v. City of Daytona Beach, Case No. EL-2005-042; Certification 1568.

Florida Police Benevolent Association, Inc. v. City of Okeechobee, Case No. EL-2005-044; Certification 1569.

Palm Beach County Police Benevolent Association, Inc. v. Town of Jupiter, Case No. EL-2005-043; Certification 1570.

Professional Firefighters of Marathon, Inc., Local 4396, IAFF v. City of Marathon, Case No. EL-2005-035; Certification 1571.

Hillsborough County Police Benevolent Association, Inc., D/B/A West Central Florida Police Benevolent Association v. City of Zephyrhills, Case No. EL-2005-045; Election 12/15/2005 - 1/5/2006; Union won; Certification 1572.

Office and Professional Employees International Union v. City of Ormond Beach, Case No. EL-2005-048; Election 12/28/2005 - 1/18/2006; Union lost.

Florida Police Benevolent Association, Inc. v. Orange County Sheriff's Office v. Florida State Lodge, Fraternal Order of Police, Inc., Case No. EL-2005-049; Election 12/28/2005 - 1/19/2006; PBA won; Certification 1573.

Toni Palmieri v. Federation of Public Employees, A Division of the National Federation of Public and Private Employees, AFL-CIO v. City of Lighthouse Point, Case No. EL-2005-050; Election 12/29/2005 - 1/19/2006; Union won.

Mulberry Professional Fire Fighters, IAFF, Local 4425 v. City of Mulberry, Case No. RA-2005-003; Certification 1574.

Coastal Florida Public Employees Association v. Brevard County Sheriff's Office, Case No. EL-2006-002; Election 1/26/2006; Union won; Certification 1575.

International Association of EMT's and Paramedics, SEIU/NAGE, AFL-CIO v. Emergency Medical Services Alliance, Case No. EL-2005-008; Election 1/31 - 2/1/2006; No choice (challenges determinative and objections filed).

Coastal Florida Public Employees Association v. St. Lucie County Sheriff's Office, Case No. EL-2005-051; Election 1/11 - 2/1/2006; Union won; Certification 1576.

Coastal Florida Police Benevolent Association, Inc. v. Nassau County Sheriff's Office v. Florida State Lodge, Fraternal Order of Police, Inc., Case No. EL-2006-001; Election 1/25 - 2/15/2006; Unions lost.

Jason Pearson v. Teamsters Local Union No. 385 v. City of Winter Garden, Case No. EL-2005-041; Election 1/31 - 2/21/2006; Union lost.

Santa Rosa Professional Educators v. Santa Rosa County School Board, Case No. EL-2006-008; Election 2/23 - 2/24/2006; Union won; Certification 1577.

Professional Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF, Inc. v. Palm Beach County Board of County Commissioners, Case No. EL-2006-003; Election 2/8 - 3/1/2006; Union won; Certification 1578.

Broward County Police Benevolent Association, Inc. v. Broward County School Board, Case No. EL-2006-004; Election 2/8 - 3/1/2006; Union won; Certification 1579.

Coastal Florida Police Benevolent Association, Inc. v. City of Cocoa v. Florida State Lodge, Fraternal Order of Police, Inc., Case No. EL-2006-005; Election 2/17 - 3/9/2006; PBA won; Certification 1580.

Florida Public Employees Council 79, American Federation of State, County and Municipal Employees, AFL-CIO v. City of Chipley, Case No. EL-2006-012; Election 3/16/2006; Union lost.

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Florida State Lodge, Fraternal Order of Police, Inc. v. Sheriff of Pasco County, Case No. EL-2006-009; Election 3/21 - 3/22/2006; Union won; Certification 1581.

Florida State Lodge, Fraternal Order of Police, Inc. v. Sheriff of Pasco County v. Hillsborough County Police Benevolent Association, Inc., D/B/A West Central Florida Police Benevolent Association, Case No. EL-2006-010; Election 3/21 - 3/22/2006; FOP won; Certification 1582.

Professional Firefighters of Lake County, Local 3990 v. Village Center Community Development District, Case No. EL-2006-006; Election 3/2 - 3/23/2006; Union won.

Federation of Public Employees, A Division of the National Federation of Public and Private Employees, AFL-CIO v. City of North Lauderdale, Case No. EL-2006-007; Election 3/2 - 3/23/2006; Union lost.



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