



ENDING TAXPAYER SUPPORT FOR UNION ACTIVITY IN FLORIDA

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INTRODUCTION

Florida law currently requires government employers to engage in collective bargaining with labor unions representing public employees.¹

The scope of such negotiations is extremely broad. While state law requires public employers to negotiate with labor unions over “wages, hours, and terms and conditions of employment,”² it contains few other provisions governing the nature of unions’ interactions with taxpayer-funded government agencies and personnel. As a result, many government unions have taken advantage of the lack of guardrails to use the bargaining process to secure taxpayer support for union activities and even political advocacy.

Local teachers unions in Florida are generally affiliated with the Florida Education Association (FEA), itself an affiliate of both the National Education Association (NEA) and the American Federation of Teachers (AFT), the two largest teachers unions in the country. Consequently, much of the dues paid by Florida educators go to support the operations and political advocacy of the FEA, NEA and AFT, rather than toward local unions’ representational services.

As an organization, the NEA is as controversial as it is large. The NEA headquarters in Washington, D.C., alone reported total revenue of more than \$454 million in fiscal year 2025,³ not counting the revenue retained by its hundreds, if not thousands, of state and local affiliates like the FEA. The NEA undoubtedly exerts more influence over the policies and operations of American public schools than any other private special interest group.

Moreover, the influence wielded by the NEA is not limited to education policy. From supporting unrestricted increases to the U.S. debt ceiling,⁴ to opposing policies seeking to preserve and protect women’s sports,⁵ picking sides in the Israel-Hamas conflict,⁶ backing abortion without limit,⁷ and supporting gun confiscation,⁸ there is essentially no major policy debate in which the NEA does not seek to exert its considerable influence.

The AFT is second to the NEA in size but its D.C. headquarters still reported total revenue of over \$273 million in the 2024-25 school year.⁹ The AFT is just as aggressive in its push for extreme progressive ideology as the NEA, supporting everything from a government takeover of healthcare¹⁰ to strict gun control¹¹ and “full scope” abortion access.¹² The AFT has also defended critical race theory, claiming “the whitelash against

¹ Fla. Stat. § 447.301

² Fla. Stat. § 447.309

³ National Education Association. U.S. Department of Labor Form LM-2, November 26, 2025.

<https://olmsapps.dol.gov/query/orgReport.do?rptId=925350&rptForm=LM2Form>

⁴ Marc Egan. “VOTE NO on the Limit, Save, Grow, Act of 2023.” National Education Association. April 25, 2023.

<https://www.nea.org/advocating-for-change/action-center/letters-testimony/vote-no-limit-save-grow-act-2023>

⁵ National Education Association. “What You Need to Know About State Laws Attacking Transgender Youth.”

<https://www.nea.org/sites/default/files/2022-03/2022.2.10%20Memo%20on%20State%20Anti-trans%20Laws.pdf>

⁶ Carole Greenfield, Gail Hammerman and Karen Bloom. “The National Education Association has no business platforming hate.”

Jewish News Syndicate. July 1, 2022. <https://www.jns.org/the-national-education-association-has-no-business-platforming-hate/>

⁷ Eric Jotkoff. “NEA President’s Statement on Dobbs v. Jackson Women’s Health Organization.” National Education Association.

June 24, 2022. <https://www.nea.org/about-nea/media-center/press-releases/nea-presidents-statement-dobbs-v-jackson-womens-health-organization>

⁸ National Education Association. “Responding to Gun Violence.” Accessed Oct 22, 2024. <https://www.nea.org/gunviolence>

⁹ American Federation of Teachers. U.S. Department of Labor Form LM-2, September 26, 2025.

<https://olmsapps.dol.gov/query/orgReport.do?rptId=924116&rptForm=LM2Form>

¹⁰ American Federation of Teachers. “AFT delegates pass a raft of bold, progressive resolutions.” July 30, 2020.

<https://www.aft.org/news/aft-delegates-pass-raft-bold-progressive-resolutions>

¹¹ American Federation of Teachers. “It’s time to end gun violence.” <https://www.aft.org/our-community/its-time-end-gun-violence>

¹² American Federation of Teachers. “Abortion and reproductive healthcare.” <https://www.aft.org/position/abortion-and-reproductive-healthcare>

CRT spectacularly bears out CRT’s critique of structural racism,¹³ and declared itself “all in” for the Kamala Harris-Tim Walz presidential ticket.¹⁴

In 2021, the *Wall Street Journal*’s editorial board declared, “The NEA and AFT have become the ideological and institutional vanguard of progressive politics. They are a powerful wing of the Democratic Party...”¹⁵

Again in 2023, the editorial board put it even more frankly with an article titled, “Government Unions Love Democrats” – this time making the observation about not only the NEA and AFT, but also the country’s two other largest government unions, the Service Employees International Union (SEIU) and the American Federation of State, County and Municipal Employees (AFSCME).¹⁶

Both SEIU and AFSCME represent various public employees in Florida and, like the NEA and AFT, use millions of dollars in members’ dues to promote a divisive political and ideological agenda that includes everything from defunding the police¹⁷ to opposing limits on gender-reassignment surgery for children,¹⁸ equating GOP-backed voter ID laws to “racist voter suppression,”¹⁹ pushing for federal legislation to override state right-to-work laws,²⁰ and accusing President Trump of harboring “white supremacists in the White House.”²¹

Overt politics aside, even the more mundane employment matters addressed by government unions in collective bargaining carry significant policy implications.

As the U.S. Supreme Court explained at length in its landmark 2018 ruling in *Janus v. AFSCME*:

- “[I]t is impossible to argue that the level of... state spending for employee benefits... is not a matter of great public concern.”
- “Take the example of education... The public importance of subsidized union speech is especially apparent in this field, since educators make up by far the largest category of state and local government employees, and education is typically the largest component of state and local government expenditures. Speech in this area also touches on fundamental questions of education policy.”
- “Even union speech in the handling of grievances may be of substantial public importance and may be directed at the ‘public square.’”²²

¹³ Michael Bérubé. “The Imperiled Right to Learn: Teaching in Troubled Times.” American Federation of Teachers. Fall 2024. <https://www.aft.org/ae/fall2024/berube>

¹⁴ American Federation of Teachers. “AFT’s Weingarten Celebrates DNC, says AFT Is ‘All In for Harris-Walz.’” August 23, 2024. <https://www.aft.org/press-release/afts-weingarten-celebrates-dnc-says-aft-all-harris-walz>

¹⁵ *Wall Street Journal* editorial board. “The Teachers Unions Go Woke.” July 7, 2021. <https://www.wsj.com/articles/the-teachers-unions-go-woke-11625697757>

¹⁶ *Wall Street Journal* editorial board. “Government Unions Love Democrats.” December 4, 2023. <https://www.wsj.com/opinion/unions-democrats-commonwealth-foundation-report-super-pacs-seiu-afscme-teachers-unions-497bd0db>

¹⁷ Service Employees International Union. “SEIU Announces Support for Movement for Black Lives... Demand for an End to the War on Black People.” June 12, 2020. <https://www.seiu.org/2020/06/seiu-announces-support-for-movement-for-black-lives/>

¹⁸ American Federation of State, County and Municipal Employees. “Support Access to Gender Affirming Care.” 2024. <https://www.afscme.org/about/governance/conventions/resolutions-amendments/2024/resolutions/support-access-to-gender-affirming-care>

¹⁹ Service Employees International Union. “SIGN NOW: Respect our voices. Stop funding voter suppression.” <https://act.seiu.org/a/dont-fund-voter-suppression>

²⁰ American Federation of State, County and Municipal Employees. “The PRO Act Empowers Workers.” February 7, 2020. <https://www.afscme.org/blog/the-pro-act-empowers-workers>

²¹ Service Employees International Union. “SEIU’s Henry: No place for white supremacists in the White House.” August 16, 2017. <https://www.seiu.org/2017/08/seiu-henry-no-place-for-white-supremacists-in-the-white-house/>

²² *Janus v. AFSCME*. (2018). https://www.supremecourt.gov/opinions/17pdf/16-1466_2b3j.pdf

Of course, unions have a valid role to play in giving voice to employees in workplace matters and, as private organizations, are and should be free to advocate for any causes or political candidates they like, *so long as they do it with their own funds derived from voluntary memberships freely purchased by the union's members.*

The problem is that government unions like the NEA specifically encourage their affiliates to prioritize certain “essentials to a strong union contract” that involve securing special legal privileges at taxpayers’ expense. In many states, government unions have implemented these practices to effectively rope taxpayers into subsidizing union activity and advocacy, thereby inflating their influence.

Florida is no exception.

The Freedom Foundation’s review of 200 current and recent collective bargaining agreements negotiated with government employers in Florida has identified at least four ways in which unions benefit from government funding, facilities, resources and personnel:

1. Taxpayer-funded paid time off for union activity

Of the 200 union contracts analyzed, at least 111 require Florida taxpayers to foot some or all of the bill for public employees’ time spent engaged in union activity or advocacy during the workday. The total cost to taxpayers could easily run tens of millions of dollars per year, if not more.

2. Mandatory union meetings

At least 58 of the contracts allow unions to participate in — and in many cases, solicit membership during — the employer’s new hire orientation process or other mandatory meetings for public employees, with little or no apparent ability for employees to opt-out.

3. Enhanced access to public employees’ personal information

At least 67 of the contracts require government officials to turn over employees’ personal contact information to the union including, in some cases, information that any other organization or member of the public would be prohibited from acquiring under the Florida Public Records Law.

4. Privileged access to and use of government facilities and resources

At least 133 of the contracts grant the union reduced or no-cost access to and use of government facilities, equipment and communications systems far above and beyond what community groups or even competing unions are entitled to.

Thankfully, recent legislation awaiting Gov. Ron DeSantis’ signature will better balance the interests of government and taxpayers, though Florida lawmakers can and should do more to prevent the use of taxpayer funds and government facilities to preferentially benefit unions.²³

TAXPAYER-FUNDED PAID TIME OFF FOR UNION ACTIVITY

WORKING FOR THE PUBLIC OR WORKING FOR A UNION?

One of the top priorities for government unions in collective bargaining is “release time” for union officials. As the NEA advises its affiliates,

²³ Senate Bill 1296 (2026). <https://www.flsenate.gov/Session/Bill/2026/1296>

“Provide release time from employment duties on a full-, part-time or occasional basis for leaders (such as local presidents, bargaining team members, and building reps) to fulfill labor management responsibilities and maintain a strong Association. The leaders should be released without loss of pay, benefits or seniority.”²⁴

In other words, release time is paid time off granted to public employees serving in union roles specifically to engage in union business or attend union events during working hours, all while continuing to receive their full, taxpayer-funded salary and benefits.

Of the 200 collective bargaining agreements analyzed by the Freedom Foundation, at least 111 include release time provisions requiring Florida taxpayers to foot some or all of the bill.²⁵

For example, as recently as 2022, the teachers union contract with Hillsborough County Public Schools specified that “[t]he President of the [FEA-affiliated local union], who is also an employee of the Board, shall be given full-time duty by the Board” to serve in the union president’s role away from the classroom and “shall be compensated at the employee’s same rate of pay as if he/she was performing full-time classroom teaching.”²⁶ (Emphasis added). Though the latest contract is less explicit, it still includes broad release time provisions for the union’s officers and members.²⁷

In Orlando, SEIU has bargained for the right to have city employees of its choosing “be granted time off with pay” to attend “Union sponsored training classes, seminars, or conventions, or to participate in campaigns for internal membership, Union elections or other approved Union business activities.”²⁸

AFSCME Local 1554’s arrangement with the City of Miami Beach gives it “a time bank of 1,250 hours [approximately 156 days] per year to be used by the Union President and his or her designee to conduct union business.”²⁹

Meanwhile, the current contract between Miami-Dade County Public Schools and the United Teachers of Dade (UTD), another FEA affiliate, grants UTD a whopping 2,500 days of paid leave that, despite being dressed up in professional development language, is reserved exclusively for “employees selected by the Union” and clearly refers to union affairs.³⁰

Because state law provides no restrictions on union leave, it can be used for anything, up to and including engaging in politics and lobbying. While most release time provisions are open-ended, several explicitly permit taxpayer-funded union lobbying:

- Bay District Schools: “The Board will allow the Association a maximum of one-hundred twenty (120) days release time for Association business. These days may be used for school visits, Board

²⁴ National Education Association. “8 essentials to a strong union contract without fair-share fees.” <https://www.freedomfoundation.com/wp-content/uploads/2018/03/NEA-8Essentials.pdf>

²⁵ See Chart I: Paid Time Off for Union Activity by Employer

²⁶ 2019-2022 collective bargaining agreement between Hillsborough County Public Schools and the Hillsborough Classroom Teachers Association. Sec. 9.12. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Hillsborough-County-SD-CBA_FEA_2019-2022.pdf

²⁷ 2023-2026 collective bargaining agreement between Hillsborough County Public Schools and the Hillsborough Classroom Teachers Association. Sec. 9.12. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Hillsborough-County-SD-CBA_FEA_2023-2026.pdf

²⁸ Collective bargaining agreement between the City of Orlando and SEIU Florida Public Services Union. Art. 7, Sec. 7.8. https://www.freedomfoundation.com/wp-content/uploads/2026/03/City-of-Orlando-CBA_SEIU_2022-2025.pdf

²⁹ Collective bargaining agreement between the City of Miami Beach and AFSCME Local 1554. Art. 4, Sec. 4.11. https://www.freedomfoundation.com/wp-content/uploads/2026/03/City-of-Miami-Beach-CBA_AFSCME_2022-2025.pdf

³⁰ Collective bargaining agreement between Miami-Dade County Public Schools and the United Teachers of Dade. Art. XXIII, Sec. 7. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Miami-Dade-County-SD-CBA_FEA_2024-2026.pdf

meetings, grievance hearings, implementation of [the teachers union] contract, bargaining, internal and external public relations, conferences, legislative activities and the State Representative Assembly.”³¹

- Jackson County School District: “[The teachers union] will be granted 30 association days... to attend the state FEA convention, Legislative activities, conferences, bargaining, Board meetings, and other release time for Association business.”³²
- Leon County Schools: “The Board shall grant employees temporary duty each fiscal year as described below to carry out [teachers union] activities: Legislative and Public Advocacy. A committee appointed by the [teachers union] president shall be allowed 240 hours during the Legislative Session...”³³
- Hillsborough County Public Schools: “The Association may request leave for members to engage in legislative or professional activity up to the cumulative Association total of one hundred (100) days per year.”³⁴

(Emphases added).

Unfortunately, precisely measuring the cost of union release time statewide is not feasible, due to a variety of factors. However, given the prevalence of release time provisions found in the collective bargaining agreements reviewed by the Freedom Foundation — a mere sample of all government union contracts in the state — the total cost to Florida taxpayers for public employees spending time away from the workplace on union business could easily approach, if not exceed, tens of millions of dollars per year.³⁵

SHIFTING THE COST FROM TAXPAYERS TO UNIONS

Once certified under Florida law to represent public employees, a union has legal obligations to fulfill towards the represented employees, so provisions should certainly be made for union officers to perform their necessary representational duties, like contract negotiations with the public employer. However, there is no need or public policy justification for requiring taxpayers to foot the bill for this union activity. Taxpayers must already cover the expenses incurred by the government for contract negotiations, responding to union grievances, etc.; they needn’t cover the costs of union administration and advocacy on the other side of the bargaining table, too.

Thankfully, there are a variety of ways to permit unions to function while covering their own expenses.

Public employers could provide unpaid time off to employees serving in union roles, as occurs for teachers in Brevard Public Schools.³⁶ Nothing prevents a union from paying employees for time spent working for the union. After all, what are members paying dues for if not to compensate union officers to run the union?

³¹ Collective bargaining agreement between Bay District Schools and the Association of Bay County Educators. Art. II, Sec. 2.13. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Bay-District-SD-CBA_FEA_2022-2025.pdf

³² Collective bargaining agreement between the Jackson County School District and the Jackson County Education Association. Art. 2, Sec. 2.11. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Jackson-County-SD-CBA_FEA_2025-2028.pdf

³³ Collective bargaining agreement between Leon County Schools and the Leon Classroom Teachers Association. Art. III, Sec. 3.02(F). https://www.freedomfoundation.com/wp-content/uploads/2026/03/Leon-County-SD-CBA_FEA_2022-2025.pdf

³⁴ Collective bargaining agreement between Hillsborough County Public Schools and the Hillsborough Classroom Teachers Association. Sec. 9.14. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Hillsborough-County-SD-CBA_FEA_2023-2026.pdf

³⁵ See Chart I: Paid Time Off for Union Activity by Employer. Estimated release time costs were determined by: (1) dividing public employees’ total annual compensation (average salary plus fringe benefits) by the number of workdays per year; (2) multiplying the total average compensation per workday by the actual or estimated number of release time days provided in the union contract; and (3) subtracting any reimbursements provided by the union to the public employer. More information can be provided upon request.

³⁶ Collective bargaining agreement between Brevard Public Schools and the Brevard Federation of Teachers. Art. V, Secs. A-B. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Brevard-County-SD-CBA_FEA_2025-2028.pdf

Alternatively, public employees could use personal paid time off to engage in union activity or could donate accrued PTO to a bank of time from which union officials could draw as needed, an arrangement negotiated by the City of Naples and its supervisory employees' union.³⁷

Lastly, public employers could permit paid time off for union activity in any amount but be reimbursed by the union for the value of the employee's lost time, including salary and benefits, as already occurs for the local union president's release in the St. Lucie³⁸ and Escambia County School Districts.³⁹

Around the country, policymakers are increasingly taking steps to shield taxpayers from funding union administration and advocacy by regulating or prohibiting employer-paid release time. In 2018, President Trump sharply curtailed paid union release time in the federal workforce via executive order.⁴⁰ In 2022, Arizona passed legislation prohibiting government employers from spending "public monies for union activities,"⁴¹ and other states like Utah, Ohio, Idaho and Montana are considering cracking down on union release time as well.

Thankfully, the passage of SB 1296 will prohibit public employers from providing paid union release time at taxpayer expense. The legislation allows for employees to continue performing union activities during the workday so long as the union "fully reimburses" the employer for the value of employees' time spent engaged in union activities.⁴² But by shifting the burden for union representation and activism from taxpayers back to the unions, Florida taxpayers stand to potentially save tens of millions of dollars per year. Other states should follow Florida's lead.

MANDATORY UNION MEETINGS

Returning to the example of the NEA's bargaining priorities, government unions commonly seek to negotiate provisions requiring or allowing union participation in employer-conducted new employee orientations (NEOs). According to the NEA, its affiliates should ensure that "an adequate length of time is provided and that the presentation has a prominent place on the agenda (for example, no less than 60 minutes at the beginning of the orientation)" and that "the orientation is conducted in-person during work hours."⁴³

A charitable interpretation of such orientations is that they provide an opportunity for the union to educate employees about their rights in the workplace. The unfortunate practical reality, however, is that union participation in NEOs is designed to pressure employees into joining the union, contributing to union political funds, and inculcating pro-union sentiment among employees, as the union-aligned nonprofit Jobs with Justice explained in detail in its 30-page guide, "Making the Case for Union Membership: The Strategic Value of New Hire Orientations."⁴⁴

³⁷ Collective bargaining agreement between the City of Naples and the Government Supervisors Association of Florida. Art. 15, Sec. 15.01. https://www.freedomfoundation.com/wp-content/uploads/2026/03/City-of-Naples-CBA_OPEIU_2022-2025.pdf

³⁸ Collective bargaining agreement between St. Lucie Public Schools and the Education Association of St. Lucie. Art. XI, Sec. R. https://www.freedomfoundation.com/wp-content/uploads/2026/03/St.-Lucie-County-SD-CBA_FEA_2022-2025.pdf

³⁹ Collective bargaining agreement between Escambia County Public Schools and the Escambia Education Association. Art. IV, Sec. 4. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Escambia-County-SD-CBA_FEA_2022-2025.pdf

⁴⁰ Executive Order 13837. May 25, 2018. <https://www.federalregister.gov/documents/2018/06/01/2018-11916/ensuring-transparency-accountability-and-efficiency-in-taxpayer-funded-union-time-use>

⁴¹ SB 1166. <https://apps.azleg.gov/BillStatus/BillOverview/76638?Sessionid=125>

⁴² Senate Bill 1296 (2026). <https://www.flsenate.gov/Session/Bill/2026/1296>

⁴³ National Education Association. "8 essentials to a strong union contract without fair-share fees." <https://www.freedomfoundation.com/wp-content/uploads/2018/03/NEA-8Essentials.pdf>

⁴⁴ Maxford Nelsen. "Guide Explains How Unions Indoctrinate Employees Into Joining." Freedom Foundation. May 31, 2018. <https://www.freedomfoundation.com/labor/guide-explains-how-unions-indoctrinate-employees-into-joining/>

For instance, in a leaked recording of a 30-minute union presentation at a Washington State Department of Labor and Industries NEO in 2021, union organizers spent their time leveling false claims against “cruel” conservative political and ideological opponents allegedly seeking to “totally takeover” public employees’ lives and “outsource all your jobs.” Agency management wasn’t spared, either, with union reps claiming agency leaders would “gaslight” employees. After sufficient fearmongering, the tirade concluded with a membership pitch. There’s no indication any workplace rights were discussed.⁴⁵

Though existing state law ostensibly prohibits unions from soliciting public employees for membership while at work,⁴⁶ at least 58 Florida government employers nonetheless provide union recruitment opportunities during their orientation process for new hires or other employer-operated meetings, with few restrictions on content and little to no apparent ability for employees to opt-out of the sales pitch.⁴⁷

For example, in Hillsborough County, the teachers union contract specifies that union officials “shall have the right to participate and solicit members” as part of the district’s “new employee processing and new teacher orientation” program.⁴⁸

The contract negotiated with Charlotte County Public Schools similarly guarantees the local FEA affiliate “at least thirty (30) minutes to conduct a membership presentation” at the district’s new teacher orientations.⁴⁹

Some go even further. In its contract with Miami-Dade County Public Schools, UTD has bargained for the right to make a presentation for “90 uninterrupted minutes” at district-operated orientations twice per year, with “mandatory attendance by newly-hired teachers.”⁵⁰ Moreover, the district has agreed to give UTD a captive audience slot to address *all* teachers — not just new hires — at its mandatory staff meetings and, in a display of unbelievable deference to a private membership organization, sometimes allows UTD to hold union membership meetings on work time “in lieu of the normally scheduled time for a required faculty meeting.”⁵¹

All of these meetings take place during work hours at taxpayers’ expense. While public employees are free to interact with a union if they wish, Florida lawmakers should ensure that no employee is required by their government employer to attend union events, listen to a union sales pitch, or otherwise interact with a union against their will.

ENHANCED ACCESS TO PUBLIC EMPLOYEES’ PERSONAL INFORMATION

Another priority for government unions is getting the employer to agree to turn over detailed personal information about employees to aid union efforts to solicit membership. According to the NEA, “[s]trong

⁴⁵ Maxford Nelsen. “Union reps caught on tape trashing Freedom Foundation at L&I employee orientation.” Freedom Foundation. August 10, 2021. <https://www.freedomfoundation.com/labor/union-reps-caught-on-tape-trashing-freedom-foundation-at-li-employee-orientation/>

⁴⁶ Fla. Stat. § 447.509

⁴⁷ See Chart II: Union Access to Employee Meetings/Orientations by Employer

⁴⁸ Collective bargaining agreement between Hillsborough County Public Schools and the Hillsborough Classroom Teachers Association. Sec. 9.16.2. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Hillsborough-County-SD-CBA_FEA_2023-2026.pdf

⁴⁹ Collective bargaining agreement between Charlotte County Public Schools and the Charlotte FEA. Art. IV, Sec. 4.1.8. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Charlotte-County-SD-CBA_FEA_2025-2027.pdf

⁵⁰ Collective bargaining agreement between Miami-Dade County Public Schools and the United Teachers of Dade. Art. XII, Sec. 5. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Miami-Dade-County-SD-CBA_FEA_2024-2026.pdf

⁵¹ *Id.* Art. XXII, Sec. 2

[contract] language should ensure that... [f]ull contact information is provided, including name... home and worksite phone numbers, home and worksite email addresses, and home address.”⁵²

Under Florida law, information about public employees is generally considered to be a public record, though the government’s disclosure — which may be made at “reasonable time[s], under reasonable conditions” or by electronic transmission — necessarily follows specific procedures found in Fla. Stat. § 119.01, *et seq.*, including the payment of applicable fees and measures taken to “protect the contents of public records from unauthorized remote electronic access... and to prevent the disclosure or modification of those portions of public records which are exempt or confidential.”⁵³ Moreover, the law specifies that certain sensitive data, like Social Security numbers, are exempt from disclosure in most cases and further provides for confidentiality of the home addresses, phone numbers and dates of birth of certain public officials and employees.⁵⁴

Nevertheless, at least 67 of the collective bargaining agreements reviewed by the Freedom Foundation require the government employer to supply union officials with extensive personal information about public employees outside the scope of Florida’s Public Records Law, often on an automatic or recurring basis and at no cost to the union.⁵⁵

In some cases, unions have even bargained for access to information that any other organization or member of the public wouldn’t have a legal right to obtain. For example, despite the clear restrictions laid out in the state’s public records statutes, Miami-Dade County Public Schools goes so far as to automatically turn over employees’ Social Security numbers to AFSCME Local 1184 twice per year.⁵⁶

Meanwhile, union contracts negotiated with Polk County Public Schools require the district to provide the local FEA affiliate with an array of over eighteen information fields about its teachers, including their “ethnic group,” “birth date, telephone number(s), and home address.”⁵⁷

Others are so broad that union officials can seemingly get any information they like. In Orange County, the teachers union contract provides simply that, “A monthly listing of all employees new to the District shall be provided at no cost per the Association’s specifications...”⁵⁸

Not only does the disclosure of personal information have the potential to compromise employees’ privacy but, in other contexts, businesses selling memberships must do the work of identifying their target audience and promoting their product or services accordingly. Government unions already have heightened, direct access to public employees at work; there is no reason to grant them preferential access to employees’ personal contact information, collected and maintained by the government at taxpayer expense, for commercial marketing purposes.

To protect public employees’ privacy and limit unwanted union contact, as well as ensure records collected and maintained at taxpayer expense are not used for union marketing, state law should prohibit public entities from providing unions with greater access to employees’ personal information than would be available under the Florida Public Records Law.

⁵² National Education Association. “8 essentials to a strong union contract without fair-share fees.” <https://www.freedomfoundation.com/wp-content/uploads/2018/03/NEA-8Essentials.pdf>

⁵³ Fla. Stat. § 119.07

⁵⁴ Fla. Stat. § 119.01, *et seq.*

⁵⁵ See Chart III: Union Access to Employee Information by Employer

⁵⁶ Collective bargaining agreement between Miami-Dade County Public Schools and AFSCME Local 1184. Art. IV, Sec. 1. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Miami-Dade-County-SD-CBA_AFSCME_2024-2027.pdf

⁵⁷ Collective bargaining agreement between Polk County Public Schools and the Polk Education Association. Art. V, Sec. 5.4-3. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Polk-County-SD-CBA_FEA_2023-2026.pdf

⁵⁸ Collective bargaining agreement between Orange County Public Schools and the Orange County Classroom Teachers Association. Art. IV, Sec. F. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Orange-County-SD-CBA_FEA_2025-2026.pdf

UNIONS' EXCLUSIVE OR PREFERENTIAL ACCESS TO PUBLIC RESOURCES

Wherever possible, government unions seek exclusive or at least preferential access to public facilities, communications systems, and events to communicate with public employees, solicit membership, and otherwise conduct the affairs of the union at taxpayer expense. Yet again, this strategy is specifically advocated by the NEA, which encourages its affiliates to seek to, “[e]nsure that [union] leaders and staff have access to worksites to meet and communicate on a regular basis with members and potential members.”⁵⁹

According to the NEA, union contracts should ensure that,

- Association meetings are allowed at work locations without charge
- Association representatives (staff and leaders) do not require prior approval to access worksite...
- The Association can use worksite bulletin boards, employer mail, email and telecommunications services
- Rival organizations are prohibited from access to work sites and use of facilities”⁶⁰

Of the 200 union contracts reviewed by the Freedom Foundation, at least 133 contained provisions allowing for this kind of privileged, little-to-no-cost union access to and use of government facilities far beyond what community organizations or rival unions could secure.⁶¹

For instance, the Charlotte County Public Schools collective bargaining agreement gives the teachers union “[the] exclusive right to post notices of activities and matters of Association concern on designated bulletin boards” and “the exclusive right to use employee mailboxes, including email, for communications to employees.”⁶² According to the contract, “the Association’s right to communicate with its members” using such public school resources “is not to be abridged and/or interfered with in any way...”⁶³

In Miramar, the special treatment afforded to the union includes the “exclusive use” of a bulletin board for “internal” union affairs, accompanied by a provision that “[t]here shall be no other... distribution or posting... of pamphlets, materials reflecting adversely on the City, advertising or political matter, upon [city] property” by any employees or other groups.⁶⁴ (Emphasis added).

And some unions, like the FEA-affiliated UTD, go even further in their push to gain sweeping access to taxpayer-funded facilities and resources at the exclusion of all others. The teachers union contract negotiated with Miami-Dade County Public Schools provides that,

- UTD “will be permitted to schedule [union meetings] at the work location at least once per month;”
- UTD “will be permitted access to any school system facility for the purposes of... conducting Union elections, conducting Contract ratification votes, membership solicitation, and meetings with employees...;”
- UTD “shall have access to the work location public address and closed circuit television system...;”
- UTD “shall have access to the work location e-mail...;”

⁵⁹ National Education Association. “8 essentials to a strong union contract without fair-share fees.” <https://www.freedomfoundation.com/wp-content/uploads/2018/03/NEA-8Essentials.pdf>

⁶⁰ Ibid.

⁶¹ See Chart IV: Union Access to Public Facilities by Employer

⁶² Collective bargaining agreement between Charlotte County Public Schools and the Charlotte FEA. Art. IV, Sec. 4.1.5. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Charlotte-County-SD-CBA_FEA_2025-2027.pdf

⁶³ *Id.*

⁶⁴ Collective bargaining agreement between the City of Miramar and the General Association of Miramar Employees. Art. 18, Sec. 5. https://www.freedomfoundation.com/wp-content/uploads/2026/03/City-of-Miramar-CBA_OPEIU_2024-2027.pdf

- UTD shall have “exclusive use” of district bulletin boards “for purposes of posting material dealing with Union business;”
- UTD will receive district-issued parking permits;
- UTD stewards “as well as other Union designated representatives, may solicit membership... at any time during the workday...;”
- UTD “shall be afforded access to work location mailboxes;” *and*,
- “...such rights shall not be granted to any other Union or employee organization.”⁶⁵

(Emphasis added).

While it is perfectly appropriate for a public employer to permit a union to use government facilities on the same basis as any other civic group or community organization, privileged or exclusive access to such facilities at taxpayer expense is not justified. And reserving such access to a single, specific union — to the exclusion of its competitors — is even less defensible.

State lawmakers should end the favoritism and better safeguard taxpayers’ interests by prohibiting public employers from providing unions with more generous access to and use of workplace facilities than is available to charitable or community organizations. If a public employer would ordinarily charge for the use of a room, for instance, then the union would have to pay the same rate as anyone else. If the facility is available for free on a first-come-first-served basis and the union is the first in line, then it incurs no charges.

And if a public employer wishes to provide an incumbent union with more generous access to its facilities or communications systems than is currently available to the public, then it should be free to do so, provided it offers comparable access to competing unions and nonprofit groups, too.

SB 1296 takes a positive step in this direction by clarifying that public employers must provide equal access to government facilities and communications systems to competing unions during union election proceedings, but there’s little justification for providing incumbent unions with preferential or exclusive access to and use of taxpayer-funded facilities on an ongoing basis.⁶⁶

CONCLUSION

The government union playbook to take advantage of public facilities, personnel, and funds to maximize their ability to recruit new members and offload as many operational costs to taxpayers as possible has, unfortunately, made significant inroads in Florida. However, the regulation of public-sector unions is entirely the province of state lawmakers, and the Florida Legislature has all the tools and authority at its disposal necessary to end taxpayer support for unions’ operations and advocacy.

Passage of SB 1296 marks a significant milestone in prohibiting government employers from funding unions directly or indirectly, saving taxpayers millions of dollars per year. These reforms will not affect unions’ ability to continue to exist, and will leave intact their legal right to advocate for improvements in public employees’ compensation and working conditions. Most importantly, it will help safeguard taxpayer funds and ensure that taxpayer-funded resources are used fairly and for their intended purposes. Despite the progress, additional work remains to be done by future legislatures to level the playing field and protect the integrity of public programs, funds, personnel, and other resources by fully ending taxpayer support for government unions.

⁶⁵ Collective bargaining agreement between Miami-Dade County Public Schools and the United Teachers of Dade. Art. XXIII. https://www.freedomfoundation.com/wp-content/uploads/2026/03/Miami-Dade-County-SD-CBA_FEA_2024-2026.pdf

⁶⁶ Senate Bill 1296 (2026). <https://www.flsenate.gov/Session/Bill/2026/1296>

CHART I: PAID TIME OFF FOR UNION ACTIVITY BY EMPLOYER

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|---------------------------------|---|-----------------------------------|---|------------------------------------|
| Bay District Schools | Association of Bay County Educators | Art II, Sec 2.13 | The Board will allow the Association a maximum of one-hundred twenty (120) days release time for Association business. These days may be used for school visits, Board meetings, grievance hearings, implementation of ABCE contract, bargaining, internal and external public relations, conferences, legislative activities and the State Representative Assembly. The Association will reimburse the Board for substitute's pay to include the number of days used up to the maximum of one-hundred twenty (120) days. The reimbursement will include the actual cost of the substitute teacher. | \$28,945.29 |
| Broward County | ATU 1267 | Art 6, Sec 2 | ...The County will, for each year of this labor agreement, provide Local 1267 with a bank of 500 hours for Union business use. | \$22,593.10 |
| Broward County | Federation of Public Employees | Art 7, Sec 3 | The on-site representative will be permitted two (2) days off per year and the alternate one (1) day off per year without loss of pay to attend an officially sanctioned Federation seminar, meeting or convention. | \$1,075.86 |
| Broward County | OPEIU Local 100 (Professional) | Art 9, Sec C | ...Employee Association Representatives or Alternate Representatives may, without loss of pay... attend pre-disciplinary meetings, disciplinary meetings, grievance meetings, and labor-management committee meetings... | Unclear |
| Broward County | OPEIU Local 100 (Supervisory) | Art 9, Sec C | ...Employee Association Representatives or Alternate Representatives may, without loss of pay... attend pre-disciplinary meetings, disciplinary meetings, grievance meetings, and labor-management committee meetings... | Unclear |
| Broward County Public Schools | Broward Teachers Union | Art 29, Sec P | The Board shall provide a pool of paid leave days not to exceed 1,500 in any given school year for the purpose of conducting certain union business... [T]he District shall pay the cost of the substitute, if required, for any requested leave by an employee to attend special meetings called by the District or to participate on any committee identified in this Agreement. Such leave shall not be deducted from the pool of leave days allocated to the BTU... If the reason for the requested leave is for the purpose of conducting union business, then the BTU shall reimburse the District the actual cost of the substitute, in a timely manner. Such leave days shall be deducted from the pool of leave days allocated to the BTU. | \$399,506.17 |
| Calhoun County School District | Association of Calhoun Educators | Art 2, Sec K | The Association shall be granted fifteen (15) days total of temporary duty each year for conducting any Association business... The Board shall pay the salary and benefits for said leave which is of a direct representational nature, including but limited to collective bargaining, grievance processing, and membership representation. | \$2,909.78 |
| Charlotte County | IUPAT Local 1010 | Art 7, Sec 7.9 | Up to two (2) Union representatives for each single grievance shall be granted reasonable time off without loss of straight-time pay... | Unclear |
| Charlotte County Public Schools | Charlotte Florida Education Association | Art IV, Sec 4.1.1 | Leave of absence with pay, not to exceed a cumulative total of forty-five (45) days per school year, shall be given to the Association on application, for Association purposes... The cost of substitutes under this provision shall be paid entirely by the Association. | \$13,986.12 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|--------------------------|--|--|---|------------------------------------|
| Citrus County Schools | Citrus County Education Association | Art VI, Secs I and M | The Board shall provide twelve (12) days for the purpose of lobbying the Legislature on educational issues without loss of pay. The cost of the substitute, if any, will be paid by the Association... The Association President or designee will be released from assigned duties one (1) day per month to conduct Association business. The cost of a substitute, if any, will be paid by the Association. | \$5,501.03 |
| City of Boca Raton | SEIU Florida Public Services Union | Art Four, Sec 5 | A steward shall be allowed to attend [grievance meetings] without loss of compensation... | Unclear |
| City of Boynton Beach | SEIU Florida Public Services Union (Blue Collar unit) | Art 7, Secs 7.3-7.4 | ...Union stewards will be granted leave to engage in collective bargaining or to meet with the representatives of the City for grievance investigation and/or consultation with management representatives... including Labor-Management meetings... The City will provide up to one hundred sixty (160) hours, per bargaining unit, for employee stewards to engage in [various representational activities and]... To make a presentation at Human Resources' Quarterly New Hire Orientation program... To attend union conferences, seminars, training, or other union activities... | \$4,980.84 |
| City of Boynton Beach | SEIU Florida Public Services Union (White Collar unit) | Art 7, Secs 7.3-7.4 | ...Union stewards will be granted leave to engage in collective bargaining or to meet with the representatives of the City for grievance investigation and/or consultation with management representatives... including Labor-Management meetings... The City will provide up to one hundred sixty (160) hours, per bargaining unit, for employee stewards to engage in [various representational activities and]... To make a presentation at Human Resources' Quarterly New Hire Orientation program... To attend union conferences, seminars, training, or other union activities... | \$4,980.84 |
| City of Daytona Beach | AFSCME Council 79 | Art 7, Sec 3 | ...Union representatives attending [labor-management] committee meetings during on-duty hours will be released from duty for the time spent in such meetings without loss of pay or benefits. | Unclear |
| City of Delray Beach | SEIU Florida Public Services Union | Art 4, Secs 1 and 3 | [Labor-management] meetings shall be held without loss of pay to those employees who are designated as [union]representatives... Stewards shall be allowed reasonable time-off without loss of pay during their regular shift hours for [certain union representational activity]... | Unclear |
| City of Fort Myers | International Union of Painters and Allied Trades 2301 | Art 5, Secs 5.1 and 5.5 | ...members of the Union shall be given reasonable time off from their regularly scheduled day, at their base rate of pay to meet with the City to conduct [certain representational activities]... Union representatives shall be allowed the time necessary to conduct Union business during regular working hours. | Unclear |
| City of Hallandale Beach | AFSCME Council 79, Local 2009 | Art 7, Secs 7.1-7.2 | The Local Union President or his designee shall be allowed time off work, without loss of pay, to attend any and all meetings [relatingto representational matters]... City agrees to allow members of the Local Union as a whole a total of 120 hours off per calendar year, without loss of pay, to attend Union conventions, seminars, or other Union functions. | \$3,735.63 |
| City of Hialeah | AFSCME Council 79, Local 161 | Art 4, Secs 2-3 and Art 5, Sec 3 | The President, or his/her designee, shall be allowed time off without loss of pay or emoluments, from his/her regular employment when necessary to attend meetings... Three (3) employee representatives, who shall be members of the Bargaining Unit, shall be permitted to attend negotiating sessions while on duty with no loss of pay or emoluments... [Labor-management] meetings will take place during working hours with no loss of pay. | Unclear |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|---------------------------|--|---|--|------------------------------------|
| City of Jacksonville | AFSCME Council 79 | Art 7, Sec .6 | The Local Union President or one alternate officially designated by the Local Union President shall be granted reasonable time off during working hours without loss of pay for the purpose of attending to appropriate Union activities... the Union President may request the [City] to authorize release of up to two additional Union representatives... | Unclear |
| City of Jacksonville | CWA | Art 2, Sec 2.4 | The CWA Unit Vice President or Stewards shall be granted reasonable time off during working hours without loss of pay for the purpose of representing City employees in grievance meetings or meetings with City representatives... The CWA Vice President or Stewards may be granted paid union leave for legitimate Union business... Such leave shall not exceed one day... | Unclear |
| City of Jacksonville | LiUNA Local 630 | Art 3, Sec 3.4, subsec A | The Employer agrees to contribute seven hundred and fifty (750) noncumulative payroll hours each year to the Union for a pool time account to be used by employees at the Union's request. Employees released for pool time usage... will remain active with full salary and benefit accrual. | \$23,409.96 |
| City of Margate | Federation of Public Employees | Art 25, Secs 2-3 | On-site union representative shall be given reasonable time off during the representative's regular work shift to [pursue grievances]... On-site union representatives shall be given time off during the representative's regular work shift during a negotiations session... | Unclear |
| City of Miami Beach | AFSCME Local 1554 | Art 4, Sec 4.11 | ...the City agrees to provide a time bank of 1,250 hours per year to be used by the Union President and his or her designee to conduct union business. | \$38,850.57 |
| City of Miami Beach | CWA Local 3178 | Secs 4.8 and 8.20 | The CWA represented by four (4) members of the Executive Board, or any other union member appointed, as determined by the President, shall have the right to conduct union business... through the use of a time bank. The Time Bank hours shall be 2,250 hours each contract year... Two (2) delegates of the Union will be granted a leave of absence with pay, not to exceed two (2) weeks in any one year, for the purpose of attending State and International conventions... This time shall not be deducted from the Union time bank. | Unclear |
| City of Miami Beach | OPEIU Local 100 | Art 5, Sec 5.1, subsecs 4-5 | ...two (2) delegates of the Association's four (4) Representatives will be granted a leave of absence with pay not to exceed five (5) business days per delegate (for a total of ten (10) business days) per calendar year, for the purpose of attending State and International union conventions... The Association shall have the right to send one (1) of its four (4) designated Representatives authorized with pay to attend and participate in City-wide employee orientations for new hires... | \$2,490.42 |
| City of Miramar | General Association of Miramar Employees | Art 18, Secs 6 and 8 | [The union] shall be allowed a maximum of six hundred (600) working hours, with pay, per fiscal year for members of [the union] to attend labor organization meetings, education, training sessions, to process grievances, or to perform other duties... The union president shall be granted one (1) day each workweek to conduct lawful union business without loss of compensation. | \$162,375.48 |
| City of Naples | OPEIU Local 100 | Art 16, Sec 16.05 | It is mutually understood and agreed that the City will compensate any representatives of the Union for time spent in grievance proceedings, conferences, or negotiations... | Unclear |
| City of North Miami Beach | AFSCME Local 3293 | Art 7, Sec 5 | The City shall provide two hundred forty hours (240) of paid leave annually to be used by the Union in order to attend to state or national AFSCME/Union Conventions as well as any other AFSCME/Union related business... Unused leave time will roll over from year to year. | \$7,471.26 |
| City of Oakland Park | AFSCME Council 79, Local 2526 | Art 4, Sec C | Union stewards will be granted leave to engage in collective bargaining, subject to the limitations set forth in this Article, or to meet with the representatives of the City for grievance investigation... | Unclear |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|------------------------------|--|---|---|------------------------------------|
| City of Orlando | SEIU Florida Public Services Union | Art 7, Secs 7.8-7.10 | Union Stewards or other designees of the Union shall... be granted time off with pay at his/her straight hourly rate to attend City or Union sponsored training classes, seminars, or conventions, or to participate in campaigns for internal membership, Union elections or other approved Union business activities... [Such release time] shall not exceed twenty-four (24) hours per contract year for each Union Steward to attend training classes/seminars and conventions conducted by the Union, regarding Union Steward duties and responsibilities, or to attend a regular Union meeting... For other Union business... no more than eight (8) Union representatives shall be off at any one time. Each individual representative shall not use more than twenty-four (24) hours per contract year. | \$5,977.01 |
| City of Pensacola | AFSCME Council 79 | Art 5, Sec 5.1 | The Employer will grant four hundred (400) hours annually for use as AFSCME Pool Time... | \$12,452.11 |
| City of Port St. Lucie | Federation of Public Employees | Art 4, Sec 4 | ...two (2) [union] representatives... shall be permitted to attend mutually scheduled informational meetings, grievance meetings and arbitrations... without any loss of regular pay or benefits... six (6) [union] representatives shall be permitted to attend mutually scheduled labor/management meetings without any loss of regular pay or benefits... | Unclear |
| City of Port St. Lucie | OPEIU Local 100 (Professional) | Art 3, Sec 2 | ...one (1) Association representative shall be permitted to attend mutually scheduled grievance meetings, investigatory meetings, and arbitration hearings specific to the bargaining unit without any loss of regular pay or benefits. | Unclear |
| City of Port St. Lucie | OPEIU Local 100 (Supervisory) | Art 5, Sec 2(D) | ...one (1) Association representative shall be permitted to attend mutually scheduled grievance meetings, investigatory meetings, and arbitration hearings specific to the bargaining unit without any loss of regular pay or benefits. | Unclear |
| City of Riviera Beach | Professional Managers and Supervisors Association, NUHHCE/AFSCME | Art 5, Secs 8-9 and Art 23, Sec 5 | ...[there shall be] an Association Time Pool so that City Association representatives may remain in a paid status while on approved Association leave Leave shall be granted in order to attend Association conferences, training sessions, or other related Association business... The City shall credit the time pool with eight (8) hours donated annual leave time for each employee covered by the bargaining unit at the beginning of the fiscal year... | \$12,452.11 |
| City of Riviera Beach | SEIU Florida Public Services Union | Art 6, Sec 6.4 | Stewards shall be allowed reasonable time-off without loss of pay during their regular shift hours to investigate grievances... | Unclear |
| City of Sarasota | Teamsters Local 173 | Art 6, Sec 2 | Chief Stewards designated by Teamsters Local #173, up to two people, shall be granted authorized leave with pay to a maximum total number of 150 hours for each Chief Steward per fiscal year... | \$4,482.76 |
| City of Tamarac | Federation of Public Employees | Art 6, Sec 6.1 | ...The bargaining committee of the Federation shall consist of not more than six (6) employee representatives... who may attend all bargaining sessions during working hours at no loss of pay. | Unclear |
| Clay County District Schools | Clay Educational Staff Professional Association Local 7409 | Art III, Sec L, subsec 4 | In addition to [reimbursed] leave, the Association will be granted up to eight (8) additional days of Association Leave for the purpose of sending delegates to the Florida Education Association's Delegate Assembly, if requested by the Association. | \$1,925.39 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|--------------------------------|--|---|---|------------------------------------|
| Collier County Public Schools | Collier County Association of Educational Office and Classroom Assistant Personnel | Art XI, Sec 11.07 | ...upon request of the ASSOCIATION, leave without loss of compensation or benefits shall be granted to representatives of the ASSOCIATION as designated by its president in order to attend conferences, sessions or meetings dealing with the work of the ASSOCIATION. The combined total number of such leave days granted under this provision shall not exceed sixty-five (65) annually. | \$15,643.77 |
| Collier County Public Schools | Collier County Education Association | Art 3, Sec 3.09 | Two members of the ASSOCIATION, chosen by the ASSOCIATION President, shall be permitted to attend meetings of the BOARD, without loss of pay, provided any expense for a needed substitute shall be paid by the ASSOCIATION. | Unclear |
| Eastern Florida State College | United Faculty of Florida | Art 5, Sec 5.2, subsecs A-F | Members of the UFF-Brevard bargaining team will not be required to take personal leave to participate in bargaining sessions... The Administration shall allow Union representatives time to engage in [certain representational] activities... during their scheduled hours... without loss of pay... such time shall be limited to no more than ten (10) hours to be divided among no more than three (3) representatives per week per campus or division... The College shall provide release/reassignment time to Union representatives to engage in [certain representational] activities... Thirty (30) load points release/reassignment time shall be provided in each of Fall and Spring Terms to the President of the UFF-Brevard Chapter... In those years during which full contract bargaining occurs, the College shall provide thirty (30) load points to the Chief Negotiator for the purpose of facilitating the bargaining process, for each semester (Spring, Summer, and Fall) for which bargaining occurs... time equivalent to the credit hours shall be provided as release/reassignment time in the above instances. | \$44,590.00 |
| Escambia County Public Schools | Escambia Education Association | Art IV, Sec IV.4, subsec B | Representatives of the Association designated by the Association President shall be granted a cumulative total of up to one hundred thirty (130) professional leave days per school year. | \$47,492.66 |
| Florida Atlantic University | United Faculty of Florida | Art 3, Sec 3.4 | ...A "Unit" of released time shall consist of a reduction in teaching load of one course for Fall or Spring semester or a 25% reduction in academic assignment for Fall or Spring semester for instructional employees or, for non-teaching employees, a reduction in workload of ten (10) hours per week... the Board agrees to provide a total of four (4) units of released time for both Fall and Spring Semesters and one unit of released time for Summer to full-time employees designated by the UFF... The Board will provide released time for a bargaining team representing the UFF for the purposes of engaging in collective bargaining... Released time will be provided to no more than five (5) members... Released time will consist of five (5) units... | \$130,885.63 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|---------------------------------------|-----------------------------------|----------------------------------|--|------------------------------------|
| Florida Gulf Coast University | United Faculty of Florida | Art 3, Sec 3.4 | The Board agrees to provide a total of five (5) units of released time during each academic year and one (1) unit of released time each summer to full-time employees designated by the UFF-FGCU for the purpose of carrying out the UFF-FGCU's obligations in representing employees and administering this Agreement... A "unit" of released time shall consist of a reduction in teaching load of one (1) course per fall or spring semester for instructional employees or, for non-teaching employees, a reduction in workload of ten (10) hours per week... The Board agrees to provide the equivalent of one (1) thirteen-week .25 FTE summer released time assignment... The University will provide an additional three (3) units of released time during the semester prior to expiration of this contract... for a bargaining team representing UFF-FGCU for the purposes of engaging in collective bargaining... | \$130,552.50 |
| Florida International University | United Faculty of Florida | Art 3, Sec IV | The University agrees to provide a total of ten (10) units of released time per semester, in both the Fall and Spring semesters, to full-time employees designated by the UFF Chapter to carry out the UFF's Chapter obligations in representing employees and administering the Agreement... A "unit" of released time shall consist of a reduction in teaching load of one (1) course per Fall or Spring semester for instructional employees or, for non-teaching employees, a reduction in workload of ten (10) hours per week... | \$313,828.13 |
| Florida Polytechnic University | United Faculty of Florida | Art 4, Sec 4.8 | Employees, designated as elected officers, bargaining team members, or grievance representatives may participate in the following representational activities [during working hours]... Attend investigations or grievance meetings... Engage in collective bargaining while serving on union negotiating team... Conduct ratification or contract education... | Unclear |
| Florida State College at Jacksonville | United Faculty of Florida | Art 6 | The College will grant the Union President a total of six (6) workload units of re-assigned time for the academic year. | Unclear |
| Florida State University | United Faculty of Florida | Art 3.4 | The Board agrees to provide a total of sixteen (16) units of release time during each twelve-month period beginning with the fall semester of each year. It will provide the release time to full-time faculty members designated by the UFF for the purpose of carrying out the UFF's obligations in representing faculty members and administering this Agreement... Each "unit" of release time shall consist of a 25% reduction in the academic assignment per fall or spring semester for faculty members...The Board agrees to provide UFF at least four (4) units and no more than six (6) units of [summer] release time assignments... | Unclear |
| Gulf District Schools | Gulf County Education Association | Art II, Sec 2.13 | The Association President, or his/her designee, shall be granted temporary duty leave to attend all regular and special Board meetings including workshops... Teachers who are elected delegates to the state affiliate convention shall be provided leave in the line of duty to attend. The Association will pay the actual cost of any substitutes needed... The Association shall be granted temporary duty leave for one representative to attend four (4) meetings of the Florida Education Association Governance Board... Leave time for Association business shall be granted for a total of twenty (20) days each school year without the loss of compensation. | \$8,605.78 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|------------------------------------|---|--|--|------------------------------------|
| Hendry County School District | Hendry County Education Association | Art II, Sec 2.14 | Upon request of the Association, leave without loss of compensation or benefits shall be granted to representatives of the Association as designated by [its] President in order to attend conferences, sessions, or meetings dealing with the work of the Association. Exclusive of the president, the combined total number of hours granted under this provision shall not exceed 225 hours. | \$10,801.94 |
| Hernando County School District | Hernando Classroom Teachers' Association | Art II, Secs 2.292-2.293 | Upon request of the Association... the Superintendent may approve temporary duty leave for the Association President or his/her designee up to one full day not to exceed ten (10) days per school year. The Superintendent may grant additional days upon request... Hernando County School Board will approve Temporary Duty Leaves for elected delegates of the association to attend the Florida Education Association delegate assembly. | \$4,008.63 |
| Hillsborough Community College | United Faculty of Florida | Art 14, Sec 14.9 | The College shall provide either thirty (30) points of release time or thirty (30) points of compensation paid at the overload rate in the Fall and Spring semesters to the Union president to engage in activities directly related to grievances, arbitration, meetings with faculty and/or administration, bargaining, or other such Union matters... For Summer terms, work will be compensated at ten (10) points... For a non-instructional faculty member, time equivalent to the credit hours shall be provided as released time in the above instances, where 30 release points is equivalent to 7.5 clock hours release per week. | \$16,623.75 |
| Hillsborough County Public Schools | Hillsborough Classroom Teachers Association | Art 9, Secs 9.12-9.14 | The President of the Association, who is also an employee of the Board, shall be given full-time duty by the Board different from his/her normal classroom duties and from his/her normal location of duty... This duty shall be considered by the Board as being equal to classroom teacher duties... The individual performing this duty shall continue to be a continuous employee of the Board for all purposes and shall not be considered as being on leave when performing this duty... The employee shall be compensated at the employee's same rate of pay as if he/she was performing full-time classroom teaching... Thirty association members, with a limit of two per site, shall receive two days' professional leave for the purpose of attending the FEA convention... The Association shall reimburse the Board for the substitute teachers' salary... The Association may request leave for members to engage in legislative or professional activity up to the cumulative Association total of one hundred (100) days per year... The Association will pay substitute costs. | \$118,781.43 |
| Jackson County School District | Jackson County Education Association | Art 2, Sec 2.11 | JCEA will be granted 30 association days of temporary assignment of duty... to attend the state FEA convention, Legislative activities, conferences, bargaining, Board meetings, and other release time for Association business. | \$10,498.72 |
| Jackson County School District | Jackson Education Support Professionals Association | Art 6, Secs 6.4-6.5 | The Association President or their designee shall be granted temporary duty leave to attend all regular and special Board meetings... ten (10) delegates may be granted temporary assignment of duty... to attend the FEA-NEA conventions. The Association will bear the expense of substitutes when the Administration deems necessary. | \$906.73 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|--------------------------------|-------------------------------------|---|---|------------------------------------|
| JEA | AFSCME Council 79, Local 429 | Art 7, Secs 7.7 and 7.10-7.11 | The Local Union President or one alternate officially designated by the Local Union President shall be granted reasonable time off during working hours without loss of pay for the purpose of attending to appropriate Union activities... JEA will authorize up to six (6) employees to attend, without loss of pay... collective bargaining sessions and JEA will authorize twenty-four (24) hours of preparatory time for each of six (6) members of the AFSCME bargaining team to prepare for contract negotiations without loss of pay... JEA will provide up to two (2) days, without loss of pay for AFSCME Local Union President and one alternate officially designated by the Local Union President to attend AFSCME conferences. In addition, up to six (6) stewards and the Local Union President shall be granted up to two (2) days during the life of the contract for AFSCME sponsored steward training. | \$7,172.41 |
| JEA | IBEW Local 2358 | Art 7, Sec 7.8 | JEA agrees to provide one thousand nine hundred eighty-four (1,984) noncumulative hours to a pool on the first of each contract year for use only by the President; however, when the President is on leave, another Union official designated by the President may use the hours in the one thousand nine hundred eighty-four (1,984) hour pool... | \$74,114.94 |
| JEA | JEA Supervisors Association | Art 7, Sec 7.7 | JEA agrees to match up to two-hundred and fifty (250) hours of pool time hours contributed by Association members to the Association's pool time account on an annual basis. | \$9,264.37 |
| JEA | Professional Employees' Association | Art 7, Sec 7.7 | Each employee may... contribute one (1) hour or more of their accrued Annual or Personal leave time toward a pool of time which may be drawn upon for official PEA business... JEA will match donated pool time up to one-hundred and twenty (120) hours per fiscal year. | \$4,482.76 |
| Lee County Schools | Teachers Association of Lee County | Art 2, Sec 2.03, subsec 6 | The president of the Association and/or their designee may be allowed to take up to a total of forty (40) days leave per year to conduct necessary Association business... The full cost of the certified substitute rate of pay shall be paid by the Association for each day of Association leave requested... Such leave shall be granted with the same privilege and benefits approved with personal leave for other employees... An employee who is a member of the bargaining team shall be released from work on paid leave if the bargaining calendar conflicts with the employee's work schedule... In such event, the Association shall pay a qualified substitute... | \$10,945.59 |
| Leon County Schools | Leon Classroom Teachers Association | Art III, Sec 3.02, subsec F | The Board shall grant employees temporary duty each fiscal year... to carry out LCTA activities... Legislative and Public Advocacy... A committee appointed by the LCTA president shall be allowed 240 hours during the Legislative Session or during committee meetings to lobby... Florida Education Association Delegate Assembly... The Board agrees to grant two (2) days of temporary duty to each elected delegate to attend the Annual Delegate Assembly of the Florida Education Association... Negotiations Committee... Up to eight (8) members of [the union] shall be provided temporary duty for negotiations... | \$11,776.36 |
| Manatee County School District | AFSCME Local 1584 | Art V, Secs 9-10 | The Union shall select employee representatives [for labor-management committees]... [Labor management] meetings shall be held during working hours without loss of pay monthly, except for the months of June, August and December... The Superintendent may grant leave to union employees... | \$481.35 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|--------------------------------|-------------------------------|---|--|------------------------------------|
| Manatee County School District | Manatee Education Association | Art IV, Secs 7-9 | The Board agrees to grant the [union] President half time (20) hours employment status if the Principal is able to make arrangements that she deems to be satisfactory for replacing the Association President during the remainder of his/her duty day... Up to eight (8) duly elected Association delegates may be approved to attend in service programs conducted at the state FEA Convention... Upon request by the Association, the Superintendent may grant leave to an individual who represents the Association... The Association agrees to reimburse the Board for the costs of providing substitutes. | \$37,221.49 |
| Marion County Public Schools | Marion Education Association | Sec 3.14 | The Association shall be authorized to allocate up to twenty (20) days of paid leave per fiscal year to its members to engage in Association business. Leave required for members of the bargaining team to negotiate at the table will not be counted against the allocation of 20 days... When any such days are used, the Association shall reimburse the District for the cost of a substitute, if needed. | \$4,907.82 |
| Martin County School District | AFSCME Council 79, Local 597 | Art 13, Sec L, subsec 1 | The AFSCME President (or his/her AFSCME Executive Board designees) shall be provided a total of One-Hundred Fifty (150) hours of temporary duty each fiscal year, to be used in increments of fifteen (15) minutes or more, to conduct AFSCME business or to carry out AFSCME activities, including... Leave to administer the Contract... Labor/management meetings... Serving as authorized delegates of AFSCME to attend AFSCME State Conferences and Conventions and AFSCME International Conventions and AFL-CIO conferences and conventions. | \$4,572.79 |
| Miami-Dade County | AFSCME Council 79, Local 121 | Art 10, Secs 2, 5 and 7, Art 11, Secs 2-3 and Art 34, Sec 7 | ...Union Stewards may, without loss of pay... process grievances... The Union President, Vice President, Recording Secretary and Secretary-Treasurer will be released from duty with pay to administer this agreement. An additional full-time bargaining unit member, appointed by the Union President, will be released from duty with pay to administer this agreement... In addition to the standard forty-hour work week, the Union President, Vice President, Recording Secretary, Secretary-Treasurer and full-time released bargaining unit member(s), shall receive one (1) hour of daily overtime pay... Three (3) representatives of the Union shall be authorized time off without loss of pay to attend any of the following conventions... An International Convention of AFSCME which is held every second year... State Convention of AFSCME Council 79 which is held once a year... State AFL-CIO Convention which is held once a year... The maximum number of days allowed per convention per person shall be: Five (5) days to attend the International Convention of AFSCME, three (3) days to attend the State Convention of AFSCME Council 79 and four (4) days for the State AFL-CIO Convention... In an effort to ensure proper training for Union Stewards in the administration of the contract, the County will allow up to four (4) stewards, twice a year, to attend two (2) day training sessions provided by the Union without loss of pay, for no more than four (4) days released... | \$452,160.92 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|-------------------|-------------------------------|---|---|------------------------------------|
| Miami-Dade County | AFSCME Council 79, Local 1542 | Art 12, Secs 3 and 6 and Art 13, Secs 2-3 | <p>...Union Stewards may, without loss of pay... process grievances... The total amount of time granted to Union Stewards and Representatives cumulatively to process grievances and to attend union functions shall not exceed 3,000 hours for each year of the Agreement. Time off taken under this provision shall be charged to Union Activity Leave... These authorized hours are inclusive of the hours granted in Article 13 Attendance at Meetings... Two (2) representatives of the Union shall be authorized time off without loss of pay to attend any of the following conventions and meetings... An International Convention of AFSCME which is held every second year... State Conventions of the AFL-CIO which are held twice a year..... Council 79 State Executive Board meetings which are held quarterly... The maximum number of days allowed per convention per person shall be five (5)The Union President, Vice President and one Executive Board member will be released from duty with pay to administer this Agreement. Additionally, the County will authorize up to 3,000 hours for each year of the Agreement, time off with pay for union representatives to participate in union approved activities. These authorized hours are inclusive of the hours granted in Article 12 Union Stewards and Representatives.....In addition to the standard forty-hour work week, the Union President, Vice President, one Executive Board member, and any employee released from duty for a minimum of 40 hours per work week, shall receive one (1) hour of daily overtime pay...</p> | \$297,057.47 |
| Miami-Dade County | AFSCME Local 199 | Art 13, Art 32, Secs 4-5 and Art 62, Sec 13 | <p>...Union Stewards may, without loss of pay... process grievances... The total amount of time granted to the Union Representatives cumulatively to process grievances and to attend union functions shall not exceed the 6,500 hours in total for each contract year of this Agreement... Time taken off under this provision shall be charged to the Union Activity Leave... The Union President, Vice President and Secretary/Treasurer or equivalent Union designee, and one additional executive board member will be released from duty with pay to administer this Agreement... Employees designated by the Union [may receive paid time off] to attend Union functions. The total amount of time granted to all employees cumulatively seeking leave under this provision and Article 13 shall not exceed 6,500 hours... In an effort to ensure proper training for Union Stewards in the administration of the contract, the County will release up to ten (10) stewards, twice a year, to attend two (2) day training sessions provided by the Union without loss of pay... for a period of no more than four (4) days.</p> | \$488,620.69 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|-------------------|--------------------------------|--|---|------------------------------------|
| Miami-Dade County | AFSCME Local 3292 | Art 13, Art 29, Secs 2-4 and Art 56, Sec 7 | ...Union Stewards may, without loss of pay... process grievances... The total amount of time granted to Association Representatives cumulatively to process grievances and to attend union functions shall not exceed 2500 hours in total for each year of the Agreement. Time taken off under this provision shall be charged to Union Activity Leave... The Union President, Vice President, Secretary/Treasurer and one Executive Board Member will be released from duty with pay to administer this Agreement. Additionally, the County will authorize up to 2,500 hours for each year of the Agreement, time off with pay for union representatives to participate in union approved activities... These authorized hours are inclusive of the hours granted in Article 13, Union Stewards, and number 3 of this Article... Employees designated by the Union [may take paid time off] to attend Union functions. The Union shall request approval from the appropriate supervisor at least 48 hours in advance of the leave. The total amount of time granted to all employees cumulative seeking leave under this provision shall not exceed 2,500 hours... In addition to the standard 40-hour work week, the Union President, Vice President, and any employee released from duty for a minimum of 40 hours per work week, shall receive one (1) hour of daily overtime pay... the County will release up to four (4) stewards, twice a year, to attend two (2) day training sessions provided by the Union without loss of pay... for no more than four (4) days released. | \$448,873.56 |
| Miami-Dade County | OPEIU Local 100 (Professional) | Art 26, Secs 2 and 4 | Employees designated by the Union [may be granted paid leave] to attend Union functions. The total amount of time granted to all employees cumulatively seeking leave under this provision shall not exceed 2,500 hours... The Association President and one (1) additional County bargaining unit employee will be released from duty with pay to administer this Agreement. This leave with pay benefit for the Association President and one (1) additional bargaining unit employee is also provided for in the Government Supervisors Association of Florida/OPEIU, Local 100-Supervisory Employees Collective Bargaining Agreement and is not meant to be duplicated. Additionally, the County will authorize up to 2,500 hours for each year of the Agreement, time off with pay for union representatives to participate in union approved activities... | Included in supervisory contract |
| Miami-Dade County | OPEIU Local 100 (Supervisory) | Art 26, Secs 2 and 4 | Employees designated by the Union [may be granted paid leave] to attend Union functions. The total amount of time granted to all employees cumulatively seeking leave under this provision shall not exceed 2,500 hours... The Association President and one (1) additional County bargaining unit employee will be released from duty with pay to administer this Agreement. This leave with pay benefit for the Association President and one (1) additional bargaining unit employee is also provided for in the Government Supervisors Association of Florida/OPEIU, Local 100-Professional Employees Collective Bargaining Agreement and is not meant to be duplicated. Additionally, the County will authorize up to 2,500 hours for each year of the Agreement, time off with pay for union representatives to participate in union approved activities... | \$249,241.38 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|----------------------------------|--|--|---|------------------------------------|
| Miami-Dade County | TWU 291 | Art III.2, Sec B and Art III.3, Secs 1-2 | Except for full-time Union officials granted an extended leave of absence, employees given time off to conduct Union business will be considered in pay status... If an employee is booked off for TWU business for the entire day, the employee will be paid his/her regular day's pay... If an employee performs his/her job duties on his/her off day, and earns premium pay by doing so, then [the County] shall pay the overtime premium, regardless of whether the employee has booked off for TWU during his/her regular days on... [The County] shall pay for up to seven (7) bargaining unit members (other than the chief shop stewards) to attend labor contract negotiating sessions... The Union President and Vice-President will be released from duty full-time with pay to administer this Agreement... The Union also has the right to select nine (9) additional employees from within the Bargaining Unit, as herein defined, to be released from duty full-time with pay to act as Union Stewards. | \$858,000.00 |
| Miami-Dade County Public Schools | AFSCME Local 1184 | Art IV, Sec 1 | Leaves of absence with pay shall be granted to those employees designated by AFSCME, Local 1184 to attend Union functions. The total amount of time granted to all employees cumulatively seeking leaves under this provision shall not exceed 260 working days in any contract year. | \$62,575.07 |
| Miami-Dade County Public Schools | United Teachers of Dade | Art XXIII, Secs 7 and 12 | The Board agrees to authorize for each year of the contract the establishment of a pool of 2,500 contract implementation/professional development days of temporary duty assignment with pay to be utilized by employees selected by the Union for matters relating to increasing competencies necessary to the effective and orderly implementation of this Contract, as well as matters relating directly to the professionalization of teaching/education, and continued promotion of harmonious and cooperative relationships between the Board and the Union... Two members of the Union, designated by the UTD President or Designee, shall be authorized released time with pay to attend Board meetings. | \$1,026,711.54 |
| Nassau County School District | Nassau Educational Support Personnel Association | Art III, Sec I | Thirty (30) days total professional leave for Association business may be utilized in a school year by the President or designees. Five (5) days per year (total for the group) will be allotted for legislative updates. The salary, benefits and substitute cost for these five (5) days will be borne by the district... For the remaining 25 leave days, all expenses, connected with such absence, and the full cost of the substitute shall be borne by the Association. | \$1,203.37 |
| Nassau County School District | Nassau Teachers' Association | Art III, Sec E | The President of the Union, or his/her designee, upon request will be granted fifteen (15) days per year of professional leave, for purposes of Union business. Request for additional time may be made to the Superintendent. The Union shall fully reimburse the board for the cost of a substitute, should one be necessary. | \$3,650.20 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|-----------------------------------|--|--|---|------------------------------------|
| Okaloosa County School District | Okaloosa County Education Association | Art II, Sec H, subsecs 1-4 | The Superintendent... shall grant to each Association delegate two (2) leave days with pay for the purpose of attending the Florida Education Association annual convention... The Association president or his/her designee shall be granted release time up to 20 days per school year to attend to association business... The Association shall reimburse the District substitute cost for the use of these days... The Association from time to time desires to send individuals to conferences for education and training... The Superintendent shall consider such requests and may grant them on a case-by-case basis... Leave days for lobbying – The past practice has been that the Superintendent has, upon a full listing of the individuals and dates, given [paid union leave] to teachers to lobby in Tallahassee. Such a list will be provided to the Superintendent for his/her consideration... [Union leave] shall be granted only if the district is reimbursed for the cost of a substitute if one is required. | \$10,462.90 |
| Okaloosa County School District | Okaloosa Educational Staff Professionals | Art 4, Sec B, subsec 10 | The Association president or designee may be released to attend any Board meeting or workshop held during the school day... | Unclear |
| Orange County Public Schools | Orange County Classroom Teachers Association | Art IV, Sec E, subsecs 2-3 | The Association shall be granted 2% of membership but not less than 105 days of leave per fiscal year for use by its members... Additional leave shall be at the discretion of the Superintendent. If the leave is used for a purpose other than direct representational activities, then the CTA will reimburse the District for said leave, and such leave time will not be deducted from the granted Association leave... Site Association representatives and members of the Association’s Board of Directors shall be allowed to leave school at the end of the student day for up to three (3) regularly scheduled meetings per month. Bargaining Team members and Joint Committee members shall be allowed to leave school at the end of the day for one (1) regularly scheduled meeting per month. | \$39,806.53 |
| Osceola County School District | Osceola County Education Association | Art IV, Sec 4.16 | The Board will establish days with pay per year for the Association to use for annual conferences, based on 4.5% of the OCEA membership on June 1 of each year. Any fraction will be rounded up to the next whole number. | Unclear |
| Palm Beach County School District | Palm Beach County Classroom Teachers Association | Art VI, Sec D | The Board and the Superintendent shall grant the use of [paid leave] to be used at the discretion of the Association President for the conduct of Association Business. The Association shall be billed only for the Board expense of providing a substituteIf a substitute is not provided, no charge will be made to the Association. The Association will be billed the cost of providing a substitute at the daily rate of pay for such substitute.... The Association may use up to a maximum of four hundred (400) [paid union leave] days within any year... | \$114,703.63 |
| Palm Beach County School District | SEIU Florida Public Services Union (paraprofessionals) | Art 5, Sec 2, subsecs A-B | The Board shall authorize the Superintendent to grant reasonable use of [paid leave] to be used at the discretion of the Union President or Executive Director for the conduct of Union business. If a substitute is required, the Union shall reimburse the District for the cost of the substitute... The Union may request up to a maximum of one hundred fifty (150) [paid union leave days] within any year... for the sole purpose of conducting Union business. | \$13,601.00 |
| Palm Beach County School District | SEIU Florida Public Services Union (regular) | Art 5, Sec 3, subsec B | The Union may request up to a maximum of one hundred fifty (150) [paid leave days] within any year... for the sole purpose of conducting Union business. | \$36,101.00 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|-----------------------------------|---|---|---|------------------------------------|
| Palm Beach County School District | SEIU Florida Public Services Union (supervisory) | Art 5, Sec 3, subsec B | The Union may request up to a maximum of one hundred fifty (150) [paid leave days] within any year... for the sole purpose of conducting Union business. | \$36,101.00 |
| Pasco County Schools | United School Employees of Pasco | Art III, Sec A, subsecs 11-12 | The Board will allow Union representatives time off to attend local, state, or national workshops, conferences, conventions, and other related activities for up to fifteen (15) days per school year. Further, the Board agrees that additional days may be granted if the Union reimburses the district for the full costs of the required substitute(s)... Up to twenty-three (23) teachers shall be granted Union leave to attend the Florida Education Association (FEA) Convention or the FEA Leadership Conference. The Board shall pay the cost of the required substitutes for such teachers. Such Union leave shall be in addition to the leave days authorized under paragraph 11 of this section. | \$13,838.86 |
| Pasco County Schools | United School Employees of Pasco (support staff) | Art III, Sec A, subsecs 13-14 | The Board will allow Union representatives time off to attend local, state, or national workshops, conferences, conventions, and other related activities for up to fifteen (15) days per school year. Further, the Board agrees that fifty (50) additional days may be granted. If granted, the Union shall reimburse the District for the full cost of the required substitute(s). However, if substitutes are not used, the Union will not be charged... Up to ten (10) [employees] shall be granted Union Leave to attend the Florida Education Association's (FEA's) Convention or the FEA Leadership Conference each year. The Board shall pay the cost of the required substitutes for such [employee]. Such Union leave shall be in addition to the leave days authorized under paragraph 12 above. | \$10,550.50 |
| Pinellas County Schools | SEIU Florida Public Services Union | Art 3, Sec 4 | Union Officers, Chief Stewards, Shop Stewards and bargaining unit employees may leave work during working hours for purposes of carrying out [union] functions specifically authorized under the terms of this Agreement... | Unclear |
| Polk County Public Schools | AFSCME Council 79, Local 2227 (Bus Drivers and Attendants) | Art I, Sec C | ...The Board agrees to grant up to nineteen (19) days of Union leave with pay to be used by the Vice President and/or his/her designee(s) to conduct Union business. This leave is in addition to any other contractual guarantees. | \$4,572.79 |
| Polk County Public Schools | AFSCME Council 79, Local 2227 (School Nutrition Assistants) | Art 1, Sec C | ...The Board agrees to grant up to twenty-two (22) days of Union leave with pay to be used by the President and/or his/her designee(s) to conduct Union business. This leave is in addition to any other contractual guarantees. | \$5,294.81 |
| Polk County Public Schools | Polk Education Association (educational support personnel) | Art IV, Sec 4.22 | The Board agrees to grant Association leave to the president and a second officer of the Association during their term of office. | Unclear |
| Polk County Public Schools | Polk Education Association (paraeducators) | Art V, Sec 5.22 | The Board agrees to grant Association leave to the president and a second officer of the Association during their term of office. | Unclear |
| Polk County Public Schools | Polk Education Association (teachers) | Art XX, Sec 20.16 | The School Board will provide up to sixty (60) days to be used as Association Leave Days cumulatively for all Collective Bargaining Agreements covered by the association. The Polk Education Association agrees to reimburse the District for the cost of substitutes if a substitute fills the open job number. | \$5,440.40 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|--|--|---|--|------------------------------------|
| School Board of Highlands County | Highlands County Educational Association | Art II, Sec G | When negotiations are conducted during regular school hours, release time shall be provided for the Union's negotiating team... | Unclear |
| School Board of Lake County | Lake County Education Association | Art IV, Sec 8 | The Association will, upon approval of the Superintendent, be entitled to have its members released from school on line-of-duty leave to attend workshops, conferences, conventions, and other activities but must reimburse the district for substitute teacher costs incurred. | Unclear |
| School District of Desoto County | Desoto County Educators Association | Art 5, Sec 6 | The DCEA President or designee will be relieved from duty at times mutually agreed to be the Parties in order to carry out those responsibilities associated with this Agreement... Whenever possible... the DCEA President or designee will be relieved from non-instructional duties... A total of ten (10) days release time, per year, shall be made available for the DCEA President and/or designee to attend Union/Educational seminars without loss of pay. | \$4,007.10 |
| School District of Indian River County | Indian River County Education Association | Art 2, Sec 2.5 | The Board will provide a substitute for a maximum of thirty (30) days for the Association president or his/her designee for Professional Leave with pay... Up to thirty (30) additional days, when mutually agreed on by the Association and the School Board, will be granted when such leave will promote the welfare of the schools... The sixty (60) days shall represent the total days granted for all Association activities... The Board shall pay for the cost of substitute teachers for the first fifteen (15) days of leave under this provision and the Association shall pay for the cost of substitute teachers for days sixteen (16) through thirty... The Board shall pay for the cost of substitute teachers for days thirty-one (31) through sixty (60) when leave is initiated by the Board. | \$23,468.16 |
| Seminole County Public Schools | Bus Drivers' Association | Art II, Sec 17 | The Association President shall have the discretion to use or designate use of up to twelve (12) paid Association (administrative) Leave days each year... The Association shall reimburse the district an amount equal to the gross pay for the absent person(s) substitute(s) if a substitute was used... The Superintendent or the Superintendent's designee has the authority to grant release time to any employee carrying out Association business... | \$1,088.08 |
| Seminole County Public Schools | Non-Instructional Personnel of Seminole County Board of Public Instruction Association | Art II, Sec 16 | The Association President shall have the discretion to use or designate use of up to twelve (12) paid Association (administrative) Leave days each year... The Association shall reimburse the district an amount equal to the gross pay for the absent person(s)'s substitute(s) if a substitute was used... The Superintendent or the Superintendent's designee has the authority to grant release time to any employee carrying out Association business... | \$1,088.08 |
| Seminole County Public Schools | Seminole Education Association | Art IV, Sec G, subsec 6 | The Superintendent or the Superintendent's designee has the authority to grant release time to any employee carrying out Association business... | Unclear |
| Seminole County Public Schools | Seminole Educational Clerical Association | Art II, Sec 16, subsecs A-B | The Association President shall have the discretion to use or designate use of up to twelve (12) paid Association (administrative) Leave days each year... The Association shall reimburse the district an amount equal to the gross pay for the absent person(s)'s substitute(s) if a substitute was used... The Superintendent or the Superintendent's designee has the authority to grant release time to any employee carrying out Association business... | \$1,088.08 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|-------------------------------|--|--|--|------------------------------------|
| State of Florida | Federation of Physicians and Dentists, NUHHCE/AFSCME | Art 5, Sec 7, subsec B | The Union may designate certain employees to serve on its negotiation committee, and such employees will be granted administrative leave to attend negotiation sessions with the state... The state shall not reimburse employees for travel, meals, and lodging in connection with negotiations... | Unclear |
| State of Florida | Federation of Physicians and Dentists, NUHHCE/AFSCME (State Employees Attorneys Guild) | Art 5, Sec 6, subsec B and Art 16, Sec 5 | The Union may designate employees to serve on its negotiation committee, and the employees will be granted administrative leave to attend scheduled negotiation sessions with the state... The state shall not reimburse employees for travel, meals, or lodging in connection with negotiations... Employees shall have the right to request leave for the purpose of attending Union conventions, conferences and meetings. | Unclear |
| State of Florida | Florida Nurses Association, OPEIU Local 713 | Art 5, Sec 8, subsec B | The Association may designate employees to serve on its Negotiation Committee, and such employees will be granted administrative leave to attend negotiating sessions with the state... The total number of hours of administrative leave provided to employees on the Negotiation Committee shall not exceed 250 hours... The agency shall not reimburse employees for travel, meals, lodging, or an expense incurred in connection with attendance at negotiating sessions. | \$8,492.34 |
| Sumter County School District | Sumter County Education Association | Art 6, Sec 6.13 | Leave for lobbying and association business shall be determined by collaboration with the Superintendent and Association President. | Unclear |
| University of Central Florida | United Faculty of Florida | Art 3, Sec 3.4 | The University agrees to provide released time each calendar year to full-time employees designated by the UFF for the purpose of carrying out the UFF's obligations in collective bargaining negotiations, contract enforcement and grievance representation... A maximum of five units of released time shall be granted during each spring and fall semester and four units in each summer session... Each "unit" of released time shall consist of a reduction in teaching load of one course per fall or spring semester for instructional employees or, for non-teaching employees, a reduction in workload of ten hours per week, which shall include a 25% reduction in assigned duties. One unit of released time may be used during the summer term at a rate of 12.5% of the employee's nine-month salary and shall be considered the equivalent of one summer term course's FTE for instructional employees. For non-instructional twelve-month employees, one unit of summer released time shall include a reduction in workload of ten hours per week, which shall include a 25% reduction in assigned duties. | \$209,413.75 |
| University of Florida | United Faculty of Florida | Art 4.3 | The University shall provide eighteen (18) units of released time to full-time faculty members designated by UFF for the purpose of carrying out UFF's obligations in representing employees, bargaining, and administering this Agreement... Each unit of released time shall consist of a reduction in teaching load of one (1) course per Fall or Spring semester for faculty with instructional duties or, for faculty without instructional duties, a reduction in workload of ten (10) hours per week... Each unit of released time for P. K. Yonge Developmental Research School faculty members shall consist of a reduction in teaching load of one (1) class per day during a semester for secondary school teachers, or its equivalent for other teachers. One DRS faculty member may be designated by UFF as a member of the bargaining team and be released from assigned duties for up to twelve (12) days. | \$658,661.25 |

| Public Body | Union | Provision | Provision Text | Estimated Annual Cost to Taxpayers |
|-----------------------------|---------------------------|-------------------------------------|--|------------------------------------|
| University of North Florida | United Faculty of Florida | Art 4.4 | Each semester... University Administration shall provide release time to full-time faculty members designated by the UFF for the purpose of carrying out the UFF’s obligations in representing faculty and administering this Agreement, on the following schedule... Fall Semester: 4 units... Spring Semester: 4 units... One “unit” of release-time during the Fall and Spring semesters consists of a reduction in teaching load of one (1) course for instructional faculty or, for non-instructional faculty, a reduction in workload of ten (10) hours per week, which shall include a corresponding 25% reduction in assigned duties... The UFF may designate a total of three (3) faculty members to receive a thirteen (13) week .25 FTE summer release time assignment... In addition to the above, a total of 3 additional units in the Fall, Spring, or Summer term, shall be granted when the parties are negotiating a collective bargaining agreement. | \$105,730.63 |
| University of South Florida | AFSCME Council 79 | Art 5, Secs 5.7-5.9 | If a [union] consultation meeting is held or requires reasonable travel time during the working hours of any employee participant, such participant shall be excused without loss of pay... USF will grant 56 hours of paid Negotiation Leave per year... for the USF bargaining unit Negotiations Committee members for the purpose of attending negotiations sessions... Employees shall have the right to request leave for the purpose of attending AFSCME conventions, conferences, meetings, and negotiating sessions... The University agrees to provide two (2) hours per week of paid release time to the President of AFSCME... | \$4,061.36 |
| University of South Florida | United Faculty of Florida | Art 3.3 | The University agrees to provide a total of six (6) units of released time in both the Fall and Spring semester to full-time employees designated by the UFF for the purpose of carrying out the UFF's obligations in representing employees and administering this Agreement... A "unit" of released time shall consist of a reduction in teaching load of one (1) course per Fall or Spring semester for instructional employees or, for non-teaching employees, a reduction in workload of ten (10) hours per week... The UFF may designate three (3) employees to receive a thirteen week .25 FTE summer released time assignment... | \$109,687.50 |
| University of West Florida | United Faculty of Florida | Art 3, Sec 3.5 | The University agrees to provide a total of two (2) units of released time per Semester (Fall and Spring) to full-time Faculty designated by the UFF for the purpose of carrying out the UFF’s obligations in representing Faculty and administering this Agreement... A “unit” of released time will consist of a reduction in teaching load of one (1) course per Fall or Spring Semester for instructional Faculty or, for non-instructional Faculty, a reduction in workload of ten (10) hours per week... The UFF may designate one (1) Faculty Member to receive a thirteen (13) week 1.0 FTE Summer released time equivalent for the purpose of carrying out the UFF’s obligations in representing Faculty and administering this Agreement... For these purposes, a .25 FTE equals a ten (10) hour per week workload for thirteen (13) weeks. | \$94,412.50 |
| Total | | | | \$7,178,027.73 |

CHART II: UNION ACCESS TO EMPLOYEE MEETINGS/ORIENTATIONS BY EMPLOYER

| Public Body | Union | Provision | Provision Text |
|---------------------------------|--|--|--|
| Bay District Schools | Association of Bay County Educators | Art II, Sec 2.19 | The Association will be allowed to make a fifteen (15) minute presentation at each of [the district's] orientation meetings. |
| Brevard Public Schools | Brevard Federation of Teachers | Art V, Sec P | If the Board shall conduct area-wide or district-wide meetings, gatherings, and/or receptions for newly employed teachers for the purpose of providing general employment information, the Union President shall be advised of such meeting(s) and given the opportunity [to present]... |
| Broward College | SEIU Florida Public Services Union | Art 4, Sec 4.2 | FPSU will be provided with the opportunity to disseminate information outside of scheduled College-Wide Adjunct meetings to allow interested employees to obtain information about the Union during breaks and before and after the meeting. The Union will have at least one (1) seat on College-Wide Adjunct Meeting Planning Committees. The Union shall be permitted ten (10) minutes during the general session for their presentation. |
| Broward County Public Schools | Broward Teachers Union | Art 5, Sec V | The parties agree that on an annual basis, newly hired District teachers shall attend a BTU-District Orientation Program... Events shall not be scheduled at schools or other locations for newly hired employees at the time this orientation program is in session... The parties agree that two (2) orientation sessions will be conducted. New teachers must attend one (1) of the two (2) days. Notification of required attendance at the orientation and the tentative date(s) of the orientation shall be presented to the new teacher upon being hired... All new teachers employed as of the first day of the 196 day teacher calendar shall attend the first orientation day which will be conducted prior to the beginning of said work calendar... New teachers hired after the first day of said teacher calendar shall attend the second orientation day... |
| Calhoun County School District | Association of Calhoun Educators | Art 2, Sec E | The Association shall be given a place on the agenda at the pre-school countywide meeting for the purpose of welcoming the teachers back for the new school year and for providing updates to teachers. |
| Charlotte County Public Schools | Charlotte Florida Education Association | Art IV, Sec 4.1.8 | The Association will work collaboratively with the district contact to conduct presentations during the orientation process. The Association shall have at least thirty (30) minutes to conduct a membership presentation. |
| City of Boynton Beach | SEIU Florida Public Services Union (Blue Collar unit) | Art 7, Sec 7.4, subsec E | The City will provide [the opportunity for union stewards to]... make a presentation at Human Resources' Quarterly New Hire Orientation program. (Non-employee stewards may attend.) |
| City of Boynton Beach | SEIU Florida Public Services Union (White Collar unit) | Art 7, Sec 7.4, subsec E | The City will provide [the opportunity for union stewards to]... make a presentation at Human Resources' Quarterly New Hire Orientation program. (Non-employee stewards may attend.) |
| City of Jacksonville | AFSCME Council 79 | Art 2, Sec 2.3, subsec A | The Union will be allocated reasonable time at the new employee orientation for the purpose of informing employees in the AFSCME bargaining unit of AFSCME's role as certified bargaining agent for the unit. |
| City of Jacksonville | CWA | Art 2, Sec 2.7 | The Local Union President or his/her designee will arrange with the Employee and Labor Relations Division to meet with newly hired or transferred employees as part of the overall new employee orientation process to furnish them with information about the Union. |

| Public Body | Union | Provision | Provision Text |
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| City of Miami Beach | OPEIU Local 100 | Art 5, Sec 5.1, subsec 5 | The Association shall have the right to send one of its four designated Representatives authorized with pay to attend and participate in City-wide employee orientations for new hires whose classification is represented by the Association, provided that attendance is only permitted for the portion of the Citywide employee orientation where Collective Bargaining Units are permitted to address the attendees... |
| City of Miami Beach | CWA Local 3178 | Art 8, Sec 8.21 | The union shall have the right to send two of the four designated Union representatives, authorized with pay pursuant to the Union Time Bank for time he/she would have otherwise been working to attend and participate in new employee orientation conducted by Labor Relations and Human Resources where bargaining unit members are present. |
| City of Miramar | General Association of Miramar Employees | Art 19, Sec 7 | G.A.M.E. shall be allowed to conduct a presentation to new employees during employee orientation located at a predefined location and time by the Human Resources Director. |
| City of Naples | OPEIU Local 100 | Art 15, Sec 15.03 | The City will provide designated Union representative(s) reasonable access to new employees during the new employee orientation of newly hired bargaining unit members for the purpose of providing information on GSAF/OPEIU... |
| City of North Miami Beach | AFSCME Local 3292 | Art 7, Sec 9 | The Union shall receive a written invitation to attend any orientation programs that may be sponsored by the City that includes job classifications covered by this Agreement at least five (5) calendar days in advance... The Union will be afforded an opportunity to have a table at the open enrollment and employee health fair... |
| City of Oakland Park | AFSCME Local 2526 | Art 10 | ...The Union President and its designated representative will be provided a minimum of five-day's notice and be permitted to meet with new employees eligible for bargaining unit membership upon hire at orientation. In the event the City is unable to provide five-day's notice, an opportunity for such a meeting will be arranged within the new employee's first two weeks if practicable. |
| City of Orlando | SEIU Florida Public Services Union | Art 4, Sec 4.9 | The Union shall be allowed one representative in attendance at all new employee orientation meetings involving Bargaining Unit personnel. Such attendance shall be for the sole purpose of introducing the merits of Union membership to eligible employees. |
| City of Pensacola | AFSCME Local 850 | Art 5, Sec 5.3 | AFSCME shall be permitted to have an approved packet of printed material included in the packets provided to new employees at the Human Resources New Employee Orientation meeting. The City will provide AFSCME with a schedule of orientation meeting dates and times. At the conclusion of the City's orientation, AFSCME may present membership materials to employees who voluntarily wish to attend. |
| Clay County District Schools | Clay County Education Association | Art IV, Sec 0 | The Association shall be included on the agenda and be given an opportunity to speak at new teacher orientations that are conducted by the Professional Development Department. |
| Eastern Florida State College | United Faculty of Florida | Art 5, Sec 5.8 | When the College conducts an orientation for newly employed faculty, the UFF-Brevard may, at its discretion, make a presentation and provide a packet of information to be distributed with orientation materials. |
| Florida Polytechnic University | United Faculty of Florida | Art 4, Sec 4.4, subsec b | UFF shall be given the opportunity to speak annually at the fall faculty orientation for ten minutes. |
| Florida State College at Jacksonville | United Faculty of Florida | Art 6 | When the College conducts a campus or collegewide new faculty orientation, UFF-FSCJ may, at its discretion, provide an information packet to be distributed with program materials... |

| Public Body | Union | Provision | Provision Text |
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| Florida State University | United Faculty of Florida | Art 1, Sec 1.5, subsec c | At all orientation meetings expressly for faculty members the UFF shall be permitted to make presentations of reasonable length and to distribute informational material from the UFF... |
| Gulf District Schools | Gulf County Education Association | Art 2, Sec 2.11 | The Association building representative shall be given an opportunity at the conclusion of each staff meeting to present brief reports and announcements. |
| Hendry County School District | Hendry County Education Association | Art 2, Sec 2.11 | The Association Faculty Representative shall be given an opportunity at the end of each building faculty meeting to present brief reports and announcements. |
| Hernando County School District | Hernando Classroom Teachers' Association | Art II, Sec 2.22 | An opportunity shall be given to the Association at the end of each faculty meeting to conduct Association business provided prior approval of the building principal is secured. |
| Hillsborough County Public Schools | Hillsborough Classroom Teachers Association | Sec 9.16.2 | The Association shall have the right to participate and solicit members at any hiring fairs, new employee processing and new teacher orientation... |
| Jackson County School District | Jackson County Education Association | Art 2, Sec 2.14 | JCEA will be given an opportunity to provide information about the association at the new employee orientation. The Association President will be notified no less than ten (10) days before the orientation. |
| JEA | Professional Employees' Association | Art 4, Sec 4.4 | PEA will be provided an opportunity to meet with newly hired bargaining unit employees during JEA New Employee Orientations. |
| JEA | IBEW Local 2358 | Art 4, Sec 4.7 | IBEW will be provided an opportunity to meet with newly hired bargaining unit employees during JEA New Employee Orientations. |
| Manatee County School District | AFSCME Local 1584 | Art V, Sec 8 | ...AFSCME representatives will be allowed up to 15 minutes on back to school conferences and meetings for the purpose of sharing benefits of membership to the eligible employees. |
| Marion County Public Schools | Marion Education Association | Art 3, Sec 3.10 | An Association Representative shall be included in the District's planning of the annual New Teacher Orientation. The Association shall be allowed a scheduled time of no more than thirty (30) minutes during the annual New Teacher Orientation, and shall be allowed to distribute Association materials in the District's new hire packet. |
| Martin County School District | Martin County Education Association | Art IV, Sec IV.3, subsec A | A representative of the Association shall be granted an opportunity to address the assembled instructional staff during an employee orientation program. Upon request, the Association may be assigned a space to consult with its membership. |
| Martin County School District | AFSCME Council 79, Local 597 | Art 13, Sec M | AFSCME shall be permitted to submit written materials introducing and/or describing the Union, its participation in negotiations and AFSCME's general interest in representing bargaining unit employees for distribution to new employees. |
| Miami-Dade County | AFSCME Local 1542 | Art 36, Sec 5 | The Department shall notify the Union of scheduled County sponsored employee orientations and allow the Union to set up a table in an area of close proximity to the location of the orientation within the permitted building rules on the day of scheduled orientations for informational purposes only. |

| Public Body | Union | Provision | Provision Text |
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| Miami-Dade County | AFSCME Local 199 | Art 62, Sec 7 | The County shall notify the Union of scheduled employee orientations (County, Departmental, or Agency) and allow the Union to set up a table in an area of close proximity to the location of the orientation within the permitted building rules on the day of scheduled orientations for informational purposes only. |
| Miami-Dade County | AFSCME Local 121 | Art 34, Sec 5 | The Department shall notify the Union of scheduled County sponsored employee orientations and allow the Union to set up a table in the area of close proximity to the location of the orientation with the permitted building rules on the day of scheduled orientations for informational purposes only. |
| Miami-Dade County | OPEIU Local 100 (supervisory) | Art 47 | ...The County shall notify the Association of scheduled New Employee Orientation sessions and allow the Association to set up a table in the lobby of the building wherein the orientation is scheduled, on the day of the orientations. The Association will limit their activities only to the distribution of informational material... |
| Miami-Dade County | OPEIU Local 100 (professional) | Art 47 | ...The County shall notify the Association of scheduled New Employee Orientation sessions and allow the Association to set up a table in the lobby of the building wherein the orientation is scheduled, on the day of the orientations. The Association will limit their activities only to the distribution of informational material... |
| Miami-Dade County | AFSCME Local 3292 | Art 56, Sec 6 | The department shall notify the Union of scheduled County sponsored employee orientations and allow the Union to set up a table in an area of close proximity to the location of the orientation within the permitted building rules on the day of scheduled orientations for informational purposes only. |
| Miami-Dade County Public Schools | AFSCME Local 1184 | Art VIII, Sec 6 | AFSCME, Local 1184 will have the opportunity to make a presentation at group orientation sessions for employees and shall be involved, through the M-DCPS/AFSCME, Local 1184 Labor-Management Committee, in the planning of new employee orientation programs. |
| Miami-Dade County Public Schools | United Teachers of Dade | Art XII, Sec 5 and Art XXIII, Sec 9, subsec B | ...The parties agree that the New Teachers Orientation presentations will be delivered twice each year, with mandatory attendance by newly-hired teachers. Further, the parties agree that the UTD will have 90 uninterrupted minutes to present during each of these sessions... The Union will be provided one hour's time on any program to present Union information to new employees. |
| Nassau County School District | Nassau Teachers' Association | Art III, Sec B | In the event that the Board schedules and conducts a new teacher orientation meeting, the Association, at its option, may meet with new teachers to discuss Association matters. |
| Okaloosa County School District | Okaloosa County Education Association | Art VI, Sec CC | The Association may participate in any beginning of the year new teacher orientation programs. |
| Orange County Public Schools | Orange County Classroom Teachers Association | Art IV, Sec A, subsec 6-7 | At the beginning of each school year, the Association will be provided a mutually agreeable time on the agenda during the district-wide orientation to speak to new employees. If new employee orientation(s) are held during the school year, the Association will be notified at least two (2) weeks prior to the opening session(s) of the orientation(s)... The CTA President/designee will be given the same opportunity to speak to new employees as at the district- wide orientation. |
| Osceola County School District | Osceola County Education Association | Art IV, Sec 4.22 | The Association shall be provided two (2) hours of released time during preplanning in order to sponsor an activity for Association representatives and teachers new to Osceola County. The Board agrees not to schedule any meetings involving teachers during this time. |
| Palm Beach County School District | SEIU Florida Public Services Union (supervisory) | Art 5, Sec 11 | ...The District shall notify the Union of any formal orientation or in-service meeting held by the District. The notice will be sent as soon as such meeting(s) are scheduled but not less than five (5) days in advance and will include the date, time and location of the meeting(s). SEIU/FPSU shall be granted access to new employees at the conclusion of New Employee Orientation as scheduled by the District. If no formal orientation or in-service is held, the District shall allow Union representatives to meet with new hires during their meal break or after their duty day at their job location. |

| Public Body | Union | Provision | Provision Text |
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| Palm Beach County School District | SEIU Florida Public Services Union (regular) | Art 5, Sec 11 | ...SEIU/FPSU shall be granted access to new employees at the conclusion of New Employee Orientation as scheduled by the District. If no formal orientation or in-service is held, the District shall allow Union representatives to meet with new hires during their meal break or after their duty day at their job location. |
| Palm Beach County School District | SEIU Florida Public Services Union (paraprofessionals) | Art 5, Sec 14 | ...SEIU/FPSU shall be granted access to new employees at the conclusion of New Employee Orientation as scheduled by the District. If no formal orientation or in-service is held, the District shall allow Union representatives to meet with new hires during their duty day at a District property once per semester on a non-student attendance day for no more than thirty (30) minutes. |
| Pasco County Schools | United School Employees of Pasco | Art III, Sec C, subsec 7 | ...the Union shall be given a place on the agenda of any district orientation program for incoming teachers. Should a school have an orientation meeting for new teachers, the school Union representative upon request shall be given a place on the agenda of one (1) meeting selected by the principal. |
| Pasco County Schools | United School Employees of Pasco (support staff) | Art III, Sec C, subsec 7 | ...the Union shall be given a place on the agenda of any districtwide orientation meeting for incoming SRP, if requested. Should a worksite have an orientation meeting for new SRP, the worksite Union representative shall be introduced by the worksite supervisor, upon request. The Board will provide the Union with a list of newly hired SRP within seven (7) days of the SRP's appointment by the Board. |
| Polk County Public Schools | AFSCME Council 79, Local 2227 (School Nutrition Assistants) | Art 1, Sec K | The union may distribute membership pamphlets to new hires. The union will provide the pamphlets and will be notified when more pamphlets are needed. |
| School District of Indian River County | Indian River County Education Association | Art 2, Sec 2.2, subsec G | The Association faculty representative, IRCEA officers or other designated representatives shall be given an opportunity at the end of each faculty meeting to present reports and announcements... |
| Seminole County Public Schools | Seminole Education Association | Art IV, Sec H | The Association shall be given a place on the agenda at the beginning of any large group professional development meeting (i.e., New Teacher Orientation) for the purpose of welcoming the teachers back for the new school year. If new employee orientation(s) occur during the school year, the District will notify the Association three (3) weeks before the orientation(s). Subsequently, the Association will inform the District two (2) weeks prior, with their intent to attend the orientation session. The SEA President, or his or her designee, will be given the same opportunity to speak to new employees at the district-wide orientation. |
| Seminole County Public Schools | Seminole Educational Clerical Association | Art II, Sec 6 | The Association may be given a place on the agenda of any District-wide professional development meeting occurring on the pre-school in-service day for the purpose of welcoming the staff back for the new year. |
| University of Central Florida | United Faculty of Florida | Art 1, Sec 1.5, subsec c | UFF shall be given the opportunity to sponsor a breakfast, lunch, or reception during the fall faculty new hire orientation. |
| University of Florida | United Faculty of Florida | Art 4, Sec 4.5 | UFF shall be afforded the opportunity to set up a table for the purpose of distributing materials at the University New Faculty Orientation, and the existence and location of that table shall be mentioned during the orientation presentation. |
| University of North Florida | United Faculty of Florida | Art 4, Sec 4.5 | UFF shall be included in the Human Resources orientation for new faculty and shall be permitted to make a presentation of reasonable length at that orientation. UFF shall be permitted to have a packet of printed material included in the packets provided to the new faculty at the Human Resources orientation. UFF shall be invited to have a representative present at the Academic Affairs orientation for new faculty. UFF shall be permitted to have a packet of printed material included in the packets provided to new faculty at the Academic Affairs orientation. |

CHART III: UNION ACCESS TO EMPLOYEE INFORMATION BY EMPLOYER

| Public Body | Union | Provision | Provision Text |
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| Brevard Public Schools | Brevard Federation of Teachers | Art V, Sec K | Upon the written request of the Union President or designee, the Board shall provide four (4) times each year, without cost a listing of teachers by school which shall include their full names, full home mailing addresses, and their major grade or subject assignment. |
| Broward College | SEIU Florida Public Services Union | Art 4, Sec 4.3 | ...FPSU will be provided a list of the employed Adjunct Faculty no later than five (5) business days following the first drop/add period for each major term... The list will include, to the extent practicable, the name, campus, course assignment, home address, College email address, phone number(s), initial date of hire, and position title for each Adjunct and Adjunct Instructor... |
| Broward County | OPEIU Local 100 (Professional) | Art 9, Sec I | The County, upon written request of the Association, shall provide up to four (4) times per year, at no cost to the Association, up to two (2) computer generated Bargaining Unit membership rosters. |
| Broward County | OPEIU Local 100 (Supervisory) | Art 9, Sec I | The County, upon written request of the Association, shall provide up to four (4) times per year, at no cost to the Association, up to two (2) computer generated Bargaining Unit membership rosters. |
| Broward County Public Schools | Broward Teachers Union | Art 29, Sec E | The District agrees to furnish to the BTU, in response to reasonable request... names and addresses of all employees, salaries paid thereto and certificate rank and years' experience thereof... |
| City of Boynton Beach | SEIU Florida Public Services Union (White Collar unit) | Art 18, Sec 18.4 | The Union may request, no more frequently than monthly, from the Director of Human Resources and Risk Management an electronic copy with the following information for all bargaining unit employees... Name, Address (if not exempt from public records), Hire Date, Work Location, Employee ID, Classification of Employee, Hourly Rate, Dues Deducted, List of Employees in the Bargaining Unit who have left the City in the previous month... |
| City of Boynton Beach | SEIU Florida Public Services Union (Blue Collar unit) | Art 18, Sec 18.4 | The Union may request, no more frequently than monthly, from the Director of Human Resources and Risk Management an electronic copy with the following information for all bargaining unit employees: Name, Address (if not exempt from public records), Hire Date, Work Location, Employee ID, Classification of Employee, Hourly Rate, Dues Deducted, List of Employees in the Bargaining Unit who have left the City in the previous month... |
| City of Daytona Beach | AFSCME | Art 5, Sec 5 | Upon request of the Union, the Employer will, in April, August, and December of each year, provide the Union with a list of all employees in the bargaining unit. The list will include the name, home address, classification title, date of hire, and gross salary for each employee. The list will be provided at no cost to the Union. |
| City of Jacksonville | AFSCME Local 79 | Art 2, Sec 2.3, subsec E | On a quarterly basis, or as requested, the Employer will provide the Union with a list of all employees in positions within the assigned to bargaining unit via electronic mail in a Microsoft Excel spreadsheet format, sorted alphabetically by employee last name, and shall include the employee's name, job title, department and division, dues deduction code (Y = dues deduction, N = no dues deduction), job code, employment date, pay grade, home address/phone (if not protected) and annual base salary. The list shall be provided at no cost. |

| Public Body | Union | Provision | Provision Text |
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| City of Jacksonville | CWA | Art 40 | On a quarterly basis, the City will provide the CWA with a report/list of all employees in the professional bargaining unit. The report shall be provided to the CWA on the first day of each calendar quarter via electronic mail in a Microsoft Excel spreadsheet format, sorted alphabetically by employee last name, and shall include the employee's name, job title, department and division, dues deduction code (Y = dues deduction, N = no dues deduction), job code, employment date, pay grade, and annual base salary. |
| City of Jacksonville | LiUNA Local 630 | Art 2, Sec 2.7 | On a regular basis or upon written request, the Employer agrees to furnish the Union with an electronic file of all the employees within the defined bargaining unit at no cost to the Union. The request for the data may contain, but is not limited to, the following information: the employee's name, address, classification, index code, date in grade, adjusted employment date, work site and home phone number listed, if any. |
| City of Miami Beach | AFSCME Local 1554 | Art 1, Sec 1.5 | Effective upon ratification of this Agreement, upon written request of the Union, the City will provide the following for each employee in the bargaining unit represented by the Union, subject to exemptions provided in the Florida Statutes Chapter 119, in excel format: 1. Employee ID 2. Name 3. Home address 4. Home phone number 5. Cell phone number 6. Department 7. Position classification 8. Starting date 9. Hourly wage 10. Email 11. Dues Fees The Union may present a written request for employee information up to four times a calendar year. |
| City of Miami Beach | CWA Local 3178 | Art 2, Sec 2.11, subsec a | The City will provide to the Union one (1) copy of the following: a) A listing of all bargaining unit employees electronically, as requested, to include the employee's name, address, I.D. number, department assignment, and date of hire... |
| City of Naples | OPEIU Local 100 | Art 3, Sec 3.02 | ...The City will provide a quarterly printout of Bargaining Unit employees' names and mailing addresses, phone numbers, and classifications. These shall be forwarded to the Union president, the first week of each quarter. |
| City of North Miami Beach | AFSCME Local 3292 | Art 7, Sec 6 | The City shall furnish to the Union, electronically and by hard copy, a copy of the names, addresses, telephone numbers, job classification, department, division, and current pay rate of all employees in this Unit on a quarterly basis. Upon the Union's request, the City will provide the Union all new hire information, both electronically and in hard copy. |
| City of Pensacola | AFSCME Local 850 | Art 2, Sec G | Upon request of the President of the Local, Staff Representative, Regional Director, or AFSCME Council 79 Business Office, and no more than on a quarterly basis, the City will provide a Bargaining Unit Roster at no cost to the Union. The spreadsheet will include the following fields: employee ID, employee name, home address, zip, title/position, department name, hire date, and salary rate... |
| City of Port St. Lucie | OPEIU Local 100 (Professional) | Art 23 | ...The City agrees to furnish the Association, upon request, one copy of the following for employees in the Bargaining Unit: 1. Names, addresses, and classification titles. 2. List of employees by occupation... |
| City of Port St. Lucie | OPEIU Local 100 (Supervisors) | Art 24 | ...The City agrees to furnish the Association, upon request, one copy of the following for employees in the Bargaining Unit: 1. Names, addresses, and classification titles. 2. List of employees by occupation... |
| City of Riviera Beach | SEIU Florida Public Services Union | Art 33 | The City shall provide an annual report, by electronic means, the following information for all bargaining unit employees: name, address, work location, employee ID, classification of employee, hourly rate. |

| Public Body | Union | Provision | Provision Text |
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| City of Riviera Beach | Professional Managers and Supervisors Association, NUHHCE/AFSCME | Art 3, Sec 2 | ...Upon Association request, the City Human Resources Department will provide name, base pay, longevity, home address, phone number, and classification on each bargaining unit member. |
| City of St. Petersburg | SEIU Florida Public Services Union (white collar/blue collar units) | Art 4, Sec 4.10 | The City agrees to send the Union a list of all newly hired employees who are eligible to participate in the bargaining unit within seven (7) calendar days of the employee being hired. The list shall contain each employee's name, job classification, department, division, email address and phone number unless otherwise exempt from public record. |
| City of St. Petersburg | SEIU Florida Public Services Union (professionals) | Art 4, Sec 4.10 | The City agrees to send the Union a list of all newly hired employees who are eligible to participate in the bargaining unit within seven (7) calendar days of the employee being hired. The list shall contain each employee's name, job classification, department, division, email address and phone number unless otherwise exempt from public record. |
| City of West Palm Beach | SEIU Florida Public Services Union | Art 15, Sec 5 | Using its existing reporting systems and formats the City shall provide to the Union an electronic quarterly report containing the names, addresses, hire date, employee identification number, classification, hourly rate and date of birth of city employees under the SEIU bargaining unit... |
| Collier County Public Schools | Collier County Association of Educational Office and Classroom Assistant Personnel | Art III, Sec 3.05, subsec (a)(i) | The BOARD agrees to furnish or provide the website address to the ASSOCIATION, in response to written requests, the following provided the request is submitted to the Office of the SUPERINTENDENT: (i) Personnel directory... |
| Eastern Florida State College | United Faculty of Florida | Art 5, Sec 5.3, subsec (C)(4) | The College agrees to furnish the UFF-Brevard with the following items without charge: ...list of bargaining unit members to include the following information for each unit member: a. Basic contract length b. Basic contract salary c. Date of original employment d. Date of faculty hire if different e. Years of experience credited for salary f. Date of birth g. Contact information (email address, campus address, and home address) reflected in college records as of September 15 of each contract year, to the extent permitted by law h. Sum of supplemental assignments i. Primary teaching field and level (AS, AA, BAS, BS, CTC) j. Degree (same classification as used in Appendix E) k. Date of tenure award l. This list will be updated as of January 15 and September 15 of each contract year. |
| Florida State College at Jacksonville | United Faculty of Florida | Art 6 | The College will provide the Union with a list of all members of the bargaining unit, their home address, the campus and department for each individual. The list will be provided to the Union, upon request during the fall and spring terms at no cost to the union... |
| Florida State University | United Faculty of Florida | Art 7, Sec 7.3 | Within seven (7) days of the beginning of each semester, the Board shall provide the UFF with an electronic list including name, department/unit, position code, title/rank, e-mail address, contact telephone number, and contact mailing address for each faculty member in the bargaining unit. |

| Public Body | Union | Provision | Provision Text |
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| Hillsborough Community College | United Faculty of Florida | Art 5, Sec 5.6, subsec G | The Administration shall furnish the following information to the Union following a request to the Executive Director of Human Resources... the names, campus addresses, and home addresses of all faculty members in the bargaining unit... |
| Hillsborough Community College | SEIU Florida Public Services Union | Art 5, Sec 5.6, subsec G | The Administration shall furnish the following information to the Union following a request to the Executive Director of Human Resources: the names, campus addresses, and home addresses of all part time instructional faculty members in the bargaining unit. |
| JEA | IBEW Local 2358 | Art 9, Sec 9.10 | During the term of this Agreement, JEA agrees to supply to the Union, at their written request, but not more than four (4) times a year, the following information pertaining to the members of the bargaining unit: employee name, employee number, date of birth, date of employment, current classification, date appointed to current classification, date of last salary increase excluding service raise, current monthly salary, mailing addresses on file and service raises. |
| JEA | AFSCME Local 429 | Art 2, Sec 2.4 | Upon request of the Union the Employer will, on a quarterly basis, provide the Union with a list of all employees in the bargaining unit. The list will include the name, home address, and employee number, and occupational code, date of birth, home telephone, and gross salary of each employee. The list will be provided at no cost to the Union. |
| Lake County Schools | Lake County Education Association | Art IV, Sec 10 | The Board will provide the Association with the names of all bargaining unit personnel within the district, with EIN, name, worksite, job title, work email, and personal email. In addition, address, home phone number, and cell phone number are provided unless exempt under Florida Statute 119.071... |
| Leon County Schools | Leon Classroom Teachers Association | Art III, Sec 3.02, subsec (C)(1) | The District shall provide LCTA without charge by the fifth of each month electronic access to a list of employees including the following information: name, employee identification number, degree, pay level, annual salary, grade level or subject area, type of certificate held, worksite, work telephone number, and payroll deduction for union dues on an Excel spreadsheet. |
| Manatee County School District | AFSCME Local 1584 | Art V, Sec 6 | The School Board shall furnish the Union with an up-to-date list of all personnel employed in this bargaining unit to include job title, pay grade, step, supplements, mailing address and phone number. Such a list shall be furnished to the Union on October 1 and February 1. Similar information on all new employees shall be furnished to the Union on a monthly basis, upon the Union's request. |
| Martin County School District | AFSCME Local 79, Local 597 | Art 13, Sec N | The Board shall provide, upon written request of the Union, for each employee in the bargaining unit represented by the Union, in Excel format: Name, Home address, Home phone number, Department, Position Classification, Starting Date, Hourly wage. The Union may present a written request for employee information twice every calendar year... |
| Miami-Dade County | OPEIU Local 100 (Professional) | Art 47 | The County agrees to furnish the Association twice a year one copy of the following for employees in the Bargaining Unit: 1. Names, addresses, status code, and classification titles. 2. List of employees by occupation...The County shall provide the name, and County e-mail address of all new employees... |
| Miami-Dade County | OPEIU Local 100 (Supervisory) | Art 47 | The County agrees to furnish the Association twice a year one copy of the following for employees in the Bargaining Unit: 1. Names, addresses, status code, and classification titles. 2. List of employees by occupation...The County shall provide the name, and County e-mail address of all new employees... |
| Miami-Dade County | AFSCME Local 1542 | Art 36, Sec 1 | The County agrees to furnish the Union, once a year, a copy of names, classifications, and addresses for all employees in this Bargaining Unit. Once every six (6) months, the County will furnish the Union a list of new bargaining unit employees hired during the previous six (6) months. |
| Miami-Dade County | AFSCME Local 3292 | Art 56, Sec 1 | The County agrees to furnish the Union once a year one (1) copy of the following for employees in the Bargaining Unit: Names, addresses, and classification titles. List of employees by occupation. Once every six (6) months a list of new bargaining unit employees hired during the previous six (6) months. |

| Public Body | Union | Provision | Provision Text |
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| Miami-Dade County | AFSCME Local 199 | Art 62, Sec 1 | The County agrees to furnish the Union once a year one copy of the following for employees in the Bargaining Unit: Names, addresses, classification titles, and employee identification numbers. List of employees by occupation. Once every six (6) months a list of new bargaining unit employees hired during the previous six (6) months. |
| Miami-Dade County | AFSCME Local 121 | Art 34, Sec 4 | The County agrees to furnish the Union, twice per year, one copy of the following for employees in the bargaining unit: Names, addresses, classification titles, work locations, and County employee identification numbers. List of Employees by Seniority (on a yearly basis and including date of hire in the County service as well as date of hire or status date in the classification). Once every six months, a list of new bargaining unit employees hired during the previous six months. |
| Miami-Dade County | TWU Local 291 | Art 111, Sec III.24 | Each employee shall be responsible for supplying DTPW with [his or her] current phone number and address, subject to the following... Employee's address and phone number will be verified... and will be furnished at any time DTPW requests this information. Post Office (P.O.) Boxes are not acceptable. |
| Miami-Dade County Public Schools | United Teachers of Dade | Art XXIII, Sec 11, subsec C | The Board will supply UTD with lists of all office employees each September and monthly thereafter in printed as well as digital form. The lists shall include, but not be limited to: name, employee number, home address, telephone number, work location, job code, job title, pay grade, and step. |
| Miami-Dade County Public Schools | AFSCME Local 1184 | Art IV, Sec 1 | The Board agrees to furnish AFSCME, Local 1184, a diskette of the names, addresses, classification titles, social security numbers, employee numbers, and work location codes of all employees in the bargaining unit. Additionally, the Board agrees to provide the Union with updates of this employee information at least twice a year... |
| Monroe County Schools | United Teachers of Monroe | Art XXV, Sec 2, subsec D | The Board agrees to furnish to the Union in response to requests all available information concerning the financial resources and condition of the school district, including but not limited to... names and addresses of all teachers, salaries paid thereto and educational background and yearly experience thereof... |
| Orange County Public Schools | Orange County Classroom Teachers Association | Art IV, Sec F, subsec 2 | A monthly listing of all employees new to the District shall be provided at no cost per the Association's specifications, provided such is available in the format requested. |
| Osceola County School District | Osceola County Education Association | Art IV, Sec 4.08 | The Board will provide the Association with the names and addresses of all new teachers and all retiring teachers as soon as the data are available. |
| Palm Beach County | CWA Local 3181 | Art 3, Sec 3 | The County shall submit a monthly list of the names, and addresses of employees in the bargaining unit, employees on whose behalf dues have been deducted, employee identifying numbers, seniority date, date of termination, or date of transfer out of the bargaining unit for deletions, department names and department numbers, job titles and job title numbers, total amount of dues paid each month and total amount of members and non-members, to the Secretary-Treasurer of the Union or his/her authorized agent as directed and a copy to the Local Union President... |
| Palm Beach County School District | SEIU Florida Public Services Union (supervisory) | Art 5, Sec 11 | The District will provide the Union quarterly reports of newly hired employees whose job is included in the SEIU/FPSU Unit Description. The report shall contain contact information, job location and job title of each employee... |
| Palm Beach County School District | SEIU Florida Public Services Union (regular) | Art 5, Sec 11 | The District will provide the Union quarterly reports of newly hired employees whose job is included in the SEIU/FPSU Unit Description. The report shall contain the name, contact information, date of hire, job location and job title of each employee... |

| Public Body | Union | Provision | Provision Text |
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| Palm Beach County School District | SEIU Florida Public Services Union (paraprofessionals) | Art 5, Sec 14 | The District will provide the Union monthly reports of newly hired employees whose job is included in the SEIU/FPSU Unit Description. The report shall contain contact information, job location and job title of each employee... |
| Palm Beach County School District | Palm Beach County Classroom Teachers Association | Art VI, Sec A, subsec 1 | The Board agrees to furnish to the Association upon request, within a reasonable time, at least one (1) copy of such information as is necessary for developing intelligent, feasible and constructive proposals. This information shall include... names and addresses of all employees, including their work locations on a monthly basis... |
| Pinellas County Schools | Pinellas Educational Support Professionals Association | Art 5, Sec A, subsec 2 | The Directory of Personnel shall be available to the Association electronically. |
| Polk County Public Schools | Polk Education Association (teachers) | Art V, Sec 5.4-3 | The Superintendent, upon request, shall provide the Association the following applicable information about employees: name, personnel number, worksite, department/division, position/job, hire date, subject area or grade level, certification, ethnic group, annual salary, PS group, salary level, or public record wage information, annual hours, cost center, birth date, telephone number(s), and home address. |
| Polk County Public Schools | Polk Education Association (paraeducators) | Art V, Sec 5.19 | The Superintendent, upon request, shall provide the Association the following applicable information about employees: name, personnel number, worksite, department/division, position/job, hire date, subject area or grade level, certification, ethnic group, annual salary, PS group, salary level, or public record wage information, annual hours, cost center, birth date, telephone number(s), and home address. |
| Polk County Public Schools | Polk Education Association (educational support personnel) | Art IV, Sec 4.19 | The Superintendent, upon request, shall provide the Association the following applicable information about employees: name, personnel number, worksite, department/division, position/job, hire date, subject area or grade level, certification, ethnic group, annual salary, PS group, salary level, or public record wage information, annual hours, cost center, birth date, telephone number(s), and home address. |
| Seminole County Public Schools | Seminole Education Association | Art IV, Sec R | The Board will provide the Association with the names of all bargaining unit personnel with employee id number, name, worksite, work email, and personal email. In addition, address, home phone number, and cell phone number are provided unless exempt under Florida Statute 119.071. This list will be provided to the Association upon request to the Director of Employee and Government Relations/Personnel Services and provided to the Association within a reasonable amount of time. |
| Seminole State College | SEIU Florida Public Services Union | Art 6, Sec 6 | The Administration shall provide to the Union's designee access to the following information concurrent with its distribution to members of the Board for public meetings and workshops: A list of part-time faculty including information as requested by the Union. This list will be updated each semester or term upon request by the Union... |
| St. Lucie Public Schools | Education Association of St. Lucie | Art II, Sec G | The Board agrees to make available, upon specific and reasonable request... personnel information relative to members of the bargaining unit, etc. |

| Public Body | Union | Provision | Provision Text |
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| State of Florida | Federation of Physicians and Dentists, NUHHCE/AFSCME | Art 5, Sec 5, subsec A | Upon request of the Union on no more than a quarterly basis, the state will provide it with personnel data from the state personnel database (People First). These data will include employees' names, home addresses, work locations, classification titles, and other data elements as identified by the Union that are not confidential under state law. This information will be prepared on the basis of the latest information available in the database at the time of the request. |
| State of Florida | Federation of Physicians and Dentists, NUHHCE/AFSCME (State Employees Attorneys Guild) | Art 5, Sec 5, subsec A | Upon request of the Union on no more than a quarterly basis, the state will provide it with personnel data from the state personnel database (People First). These data will include employees' names, home addresses, work locations, classification titles, and other data elements as identified by the Union that are not confidential under state law. This information will be prepared on the basis of the latest information available in the database at the time of the request. |
| State of Florida | Florida Nurses Association, OPEIU Local 713 | Art 5, Sec 6 | On a quarterly basis or upon request of the Association, the state will provide the Association with personnel data from the state personnel database (People First). These data will include employees' names, home addresses, work locations, home and work email addresses if available, classification titles, date of hire in current position, and other data elements as identified by the Association that are not confidential under state law. This information will be prepared on the basis of the latest information available in the database at the time of the request. |
| University of Central Florida | United Faculty of Florida | Art 7, Sec 7.2, subsec d and f | On or before March 1st, a report reflecting employee salaries for the then-current academic year. This report will include the following data elements in spreadsheet format: listing of employees with name, salary administrative plan annual rate, job code, job code title, college, department, date of hire, and complete work address... Not more than once per semester, an electronic list including name, department/unit, position code, title/rank, e-mail address, contact telephone number, work address, date of hire, college or unit, contact mailing addresses for each employee in the bargaining unit. |
| University of Florida | United Faculty of Florida | Art 29, Sec 29.3 | On September 30 of each year, the University shall provide UFF with an electronic spreadsheet including the name, UFID, percentage FTE appointment, date of hiring, department/unit, position code, title/rank (which will include designation as visiting or regular status), date promoted to rank, office location (building name/number and office number), current year salary rate, in-bargaining unit code, e-mail address, contact telephone number, and contact mailing address for each member in the bargaining unit. |
| University of North Florida | United Faculty of Florida | Art 34, Sec 34.2 | Promptly at the beginning of each semester, the University Administration shall provide the UFF with an electronic spreadsheet list including name, department/unit, position code, title/rank, appointment status, office location (building name/number and office number), e-mail address, date of hiring, percentage FTE appointment, current year salary rate, in-bargaining-unit code, dues deduction status, administrative code, and contact telephone number for each faculty member. |
| University of South Florida | SEIU Florida Public Services Union | Art 10, Sec 10.4 | Each department will keep a list of adjuncts included in the adjunct pool. The list will include each adjunct's name, as well as any email address or mailing address provided by the adjunct for contact purposes... The department will make the list available to adjuncts and SEIU within a reasonable amount of time upon request. |
| Village of Palm Springs | SEIU Florida Public Services Union | Art 5, Sec 5.1 | The Village will provide annually to SEIU/FPSU, a roster of the bargaining unit, including: name, address, phone number, job classification and current salary. |

CHART IV: UNION ACCESS TO PUBLIC FACILITIES BY EMPLOYER

| Public Body | Union | Provision | Provision Text |
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| Bay District Schools | Association of Bay County Educators | Art II, Secs 2.4 2.5 | The Association shall have the right to use the teacher mailboxes for communications to teachers. The Association will be provided a mailbox at the school nearest its central office... The Association shall have the right to use the school system services to respond to matters relating to the business of both the Association and the School District... The Association will be allowed use of the Public Address System and/or available electronic resources before and/or after the student day. |
| Brevard Public Schools | Brevard Federation of Teachers | Art V, Sec F | The Union shall have the right to place material dealing with Union business in the teachers' mailboxes... The Union shall have the right to use school buildings for meetings with members of the bargaining unit... |
| Broward College | SEIU Florida Public Services Union | Art 4, Sec 4.4 | The Union shall have the right to use the College telephone, interoffice mail and email service, including Adjunct and Adjunct Instructor interoffice mail boxes for Union communications to Adjuncts and Adjunct Instructors... |
| Broward County | ATU Local 1267 | Art 20 | There shall be placed in the operators' room and in the maintenance room or other reporting places a bulletin board on which this Agreement and any changes in or supplement to shall be posted, and on said bulletin board the Union shall have the right to post notices through which the Union may desire to reach and notify its members... |
| Broward County | ATU Local 1591 | Art 16, Secs 1- 2 | The County shall provide the ATU with existing reasonable bulletin board space in those Divisions where members of the Unit are employed and the County shall not unreasonably deny requests to erect bulletin boards where none exist... The bulletin boards, authorized by the County for use by the ATU, may be used by the Union, under the terms of this Article... The County agrees to provide to the ATU, upon request, a quarterly print-out of address labels, of all new hires within the bargaining unit. This information shall be provided at no cost to the ATU. |
| Broward County | Federation of Public Employees (Non-Supervisory) | Art 16, Sec 2 | The County shall provide the Federation with reasonable space and access to existing Division bulletin boards in those Divisions where members of the Federation are employed and the Federation may erect bulletin boards where none exist. Space designated for the Federation shall not be used for County notices or bulletins. |
| Broward County | Federation of Public Employees (Supervisory) | Art 8 | The County shall provide the Federation with reasonable space and access to existing Port Everglades Department bulletin boards in those Divisions where members of the Federation are employed, and the Federation may erect bulletin boards where none exist. Space designated for the Federation shall not be used for County notices or bulletins. |
| Broward County | OPEIU Local 100 (Professional) | Art 9, Sec G | The County shall provide bulletin board space in each Division for the posting of Association notices and newsletters. |
| Broward County | OPEIU Local 100 (Supervisory) | Art 9, Sec G | The County shall provide bulletin board space in each Division for the posting of Association notices and newsletters. |

| Public Body | Union | Provision | Provision Text |
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| Broward County Public Schools | Broward Teachers Union | Art 29, Sec C | The BTU shall have the right to post notices of activities and matters of BTU concern in the same location as employee mailboxes, as well as on such bulletin boards previously designated or as designated by mutual agreement of the BTU steward and the principal...The use of the District electronic mail system shall be permitted... |
| Calhoun County School District | Association of Calhoun Educators | Art 2, Secs A-B | The Association shall have the right to post notices of activities and matters of Association concern on a specifically assigned bulletin board in each worksite and shall be responsible for maintaining it. The Association may have the use of the teacher mailboxes. The Association upon approval by the Superintendent or designee will have use of the school district electronic mail for communications to teachers regarding meetings, legislative updates, and contract ratification. |
| Charlotte County | IUPAT Local 1010 | Art 11, Sec 11.1 | County will provide space on all existing County bulletin boards, including electronic, as approved by County, for use by Union. |
| Charlotte County Public Schools | Charlotte Florida Education Association | Art IV, Sec 4.1.5 | The Association shall have exclusive right to post notices of activities and matters of Association concern on designated bulletin boards, at least one of which shall be provided at each work site. The Association shall have the exclusive right to use employee mailboxes, including email, for communications to employees. CCPS recognizes that the Association's right to communicate with its members is not to be abridged and/or interfered with in any way... |
| Citrus County Schools | Citrus County Education Association | Art VI, Sec B, secs 2-4 | The Association may have announcements of the time and place of meetings made on school public address systems... Duly authorized representatives of the Association shall have the right to reasonable use of teacher mailboxes and a specifically designated bulletin board in each school for the following purposes: notices of Association meetings, minutes of Association meetings, Association elections and results, appointment of officers and committees, Association literature and materials and newspaper or magazine articles of professional concern... The Board agrees to make available an adequate number of phone lines and telephones on a private basis for teachers' access to phone service and access to electronic communication services in each school center on a private basis provided such access does not involve additional expense to the Board and does not interfere with normal operations and functions of school personnel... In schools where electronic bulletin boards and electronic mailboxes are available, the Association shall have similar access with respect to these media... |
| City of Boca Raton | SEIU Florida Public Services Union | Art 9, Sec 1 | The Union shall be authorized to utilize a bulletin board or portion of a bulletin board in each area where unit employees normally are assigned to work. These bulletin boards shall be used for posting Union notices signed by a recognized steward or Union Representative... |
| City of Boynton Beach | SEIU Florida Public Services Union (Blue Collar unit) | Art 17, Sec 17.1 | The Union shall be provided space for bulletin boards at each location so designated by the City in the areas where unit employees normally are assigned to work for the use of SEIU members... |
| City of Boynton Beach | SEIU Florida Public Services Union (White Collar unit) | Art 17, Sec 17.1 | The Union shall be provided space for bulletin boards at each location so designated by the City in the areas where unit employees normally are assigned to work for the use of SEIU members... |
| City of Daytona Beach | AFSCME | Art 6 | The Union shall be provided with partial use of a suitable bulletin board so designated in each of the following locations by the respective Department Director... |
| City of Delray Beach | SEIU Florida Public Services Union | Art 5 | The City shall provide the Union space on six serviceable, bulletin boards in the City... |

| Public Body | Union | Provision | Provision Text |
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| City of Fort Myers | IUPAT Local 2301 | Art 42, Secs 42.1-42.2 | The City shall provide space on all existing City bulletin board for use by the Union, at the Union Presidents' discretion... The Union President or designee shall be permitted to place copies of Union related documents at the paycheck distribution site on the payroll distribution dates. |
| City of Fort Pierce | Teamsters Local 769 | Art 7, Sec 7 | The City agrees to furnish the below listed bulletin board space for the use of the Union. All Union notices will be approved and signed by a Union Representative prior to posting... |
| City of Hallandale Beach | AFSCME Local 2009 | Art 21, Sec 21.3 | The City agrees to provide bulletin boards in appropriate and accessible places for use by the Union and the City; further agrees to designate an adequate portion of these bulletin boards for the exclusive use of the Union. The Union shall limit its posting of notices and bulletins to such bulletin boards, which postings shall be limited to the following: Notices of Union recreational and social affairs; Notices of Union elections and results of elections; Notices of official Union business; Notices of Union meetings; Other materials as approved by the appropriate administration or department head. |
| City of Hialeah | AFSCME Local 161 | Art 11, Sec 3 | The City shall provide a maximum of seventeen bulletin boards... |
| City of Jacksonville | AFSCME Council 79 | Art 8.1 | The Union shall be provided adequate space on bulletin boards, including at least one (1) at each location so designated by the Employer. Bulletin boards will be located in employee break rooms or other non-public areas. The Union may, if it so desires, provide a bulletin board of standard size for its exclusive use, in keeping with the decor of the above locations, and with the approval of the Employer. In addition, the Union will be provided a readily accessible "electronic bulletin board" established on the City of Jacksonville Employee Portal web site for centralized posting of approved materials. The Union president or designee may initiate request to post. The City will afford the AFSCME bargaining unit electronic communication via the City email to its membership for the purposes of notices of union meetings, union elections and union committee activities. |
| City of Jacksonville | CWA | Art 6, Sec 6.1 | The City will provide the CWA with a reasonable portion of a bulletin board in each work location for the purpose of posting notices or other information pertaining to CWA activities. |
| City of Jacksonville | LiUNA Local 630 | Art 4, Sec 4.1 | The Union shall be provided with partial use of suitable bulletin boards, including at least one (1) at each work location where employees are required to report for work assignments. The Union may, with the approval of the Employer, provide a bulletin board of standard size for its exclusive use. In addition LIUNA Local 630 will be provided with centralized electronic posting ("electronic bulletin board") within the City system, for the same purpose. |
| City of Margate | Federation of Public Employees | Art 23 | The City agrees to permit reasonable use of all departmental bulletin boards located throughout the City by the Federation... |
| City of Miami Beach | OPEIU Local 100 | Art 11, Sec 11.7 | The Association may, at its own expense, place a bulletin board in each department, not to exceed approximately three feet by two feet in size... |
| City of Miami Beach | AFSCME Local 1554 | Art 10, Sec 10.20 | The City will make available one (1) enclosed bulletin board for the posting of official Union notices at each of the following locations, and the Union will limit the posting of Union notices to such bulletin boards... |
| City of Miami Beach | CWA Local 3178 | Art 9, Sec 9.13 | The Union may, at its own expense, place a bulletin board in each department, not to exceed approximately three feet by two feet (3' x 2') in size... |

| Public Body | Union | Provision | Provision Text |
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| City of Miramar | General Association of Miramar Employees | Art 19, Sec 5 | The CITY agrees to provide bulletin board space on existing bulletin boards in work areas or provide a bulletin board for the exclusive use of G.A.M.E. Such notices shall be confined to official notices for G.A.M.E. relating to meetings and other internal G.A. M.E. concerns. There shall be no other general distribution or posting by employees of pamphlets, materials reflecting adversely on the City, advertising or political matter, upon CITY property. |
| City of Naples | OPEIU Local 100 | Art 9, Sec 9.01 | The Union shall be authorized space for bulletin boards, at appropriate locations in the City... |
| City of North Miami Beach | AFSCME Local 3292 | Art 22, Sec 1 | The City will furnish the Union with sufficient Bulletin Board space for up to four Union notices size 8 1/2 x 14 at agreed upon locations. |
| City of Oakland Park | AFSCME Local 2526 | Art 11 | The City will furnish space for one (1) bulletin board for each City building, where members of the bargaining unit work, for the exclusive use of AFSCME, for the purposes of posting notices concerning Union business... The Union will provide 36" by 36" lockable style bulletin boards to the City for installation at those locations. |
| City of Ocala | IBEW Local 1205 | Art 8, Sec 8.1 | The City will furnish wall space for the union's bulletin board which may be glass-encased and locked. The union is responsible for purchasing and maintaining the bulletin boards which shall not exceed 36 x 48 inches. This provision is limited to permanent facilities where bargaining unit members are assigned. |
| City of Orlando | SEIU Florida Public Services Union | Art 12, Sec 12.1 12.2 | The Union may use the City's designated Bulletin Boards at each working location, not to exceed twenty-five per cent (25%) of the space available on the Bulletin Boards. Space for one (1) Bulletin Board shall be available at each work location. The Union may use the City of Orlando computer e-mail system to correspond with employees regarding SEIU business... |
| City of Pembroke Pines | Broward Teachers Union | Art 3, Sec 3.12 | BTU representatives shall have the right to communicate through electronic mail any matters concerning union business. Members of the bargaining unit shall have the right to communicate with the BTU using the City of Pembroke Pines internal electronic and inter-school mail system... |
| City of Pensacola | AFSCME Local 850 | Art 6, Sec 1 | The City agrees to provide space for the Union to erect, at the Union's expense, one bulletin board, not to exceed thirty-six inches (36") by thirty-six inches (36"), in the break rooms...The City shall provide in-boxes for the Union's use at the Port of Pensacola, and City Hall... |
| City of Port St. Lucie | Federation of Public Employees | Art 4, Sec 8 | The FOPE may maintain up to five (5) bulletin boards for the purpose of union business. |
| City of Port St. Lucie | OPEIU Local 100 (Professional) | Art 23 | The City shall furnish the Association with bulletin board space for the posting of Association meeting notices, election notices, and newsletters... |
| City of Port St. Lucie | OPEIU Local 100 (Supervisors) | Art 24 | The City shall furnish the Association with bulletin board space for the posting of Association meeting notices, election notices, and newsletters... |
| City of Riviera Beach | SEIU Florida Public Services Union | Art 8, Sec 1 | The union shall be provided bulletin boards or partial use of bulletin boards for the posting of the Union business... |
| City of Riviera Beach | Professional Managers and Supervisors Association, NUHHCE/AFSCME | Art 4, Sec 10, subsec A | The Association shall be provided bulletin board space in each department on an existing bulletin board at location designated by the City for the purpose of posting Association literature. Association bulletin board may be used to communicate with and inform unit employees... |

| Public Body | Union | Provision | Provision Text |
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| City of Sarasota | Teamsters Local 173 | Art 11, Sec 1 | The Union shall be provided with partial use of existing suitable bulletin boards accessible to each department and shall be provided bulletin board space which is at least equal to 17 by 22 inches in dimension. |
| City of Tamarac | Federation of Public Employees | Art 27, Sec 27.1 | The City will provide one (1) bulletin board in City Hall, one (1) bulletin board in the Public Services North Building, one (1) bulletin board in the Public Services South Building, one (1) in the Parks Maintenance Shed, one (1) in the Recreation Center, one (1) in the Community Center and one (1) in the Water Treatment Plant for the exclusive use of the Federation and solely for posting of official union materials. |
| City of West Palm Beach | SEIU Florida Public Services Union | Art 7, Secs 1 and 4 | Each department, division, or office agrees to provide a bulletin board or reasonable space at a work location, which may be used by the Union for the following purposes: notice of union meetings, notice of union elections and their results, notice of union recreational and social events, notices of official union business... Notices as described in Section 1, above, may be sent through the City inter-departmental mail or email for posting by the affected department... |
| Clay County District Schools | Clay County Education Association | Art IV, Secs D and G | ...the Association and its representatives shall have the right to use school equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the cost of all materials and supplies incident to such use...The Association... may be permitted the use of the employee's electronic mailboxes (email) and the district courier service for joint communiques or the announcement date, time and place of meetings. |
| Clay County District Schools | Clay Educational Staff Professional Association Local 7409 | Art III, Sec C, subsecs D and H | ...the Association and its representatives shall have the right to use School Board equipment at the facility at reasonable times, when such equipment is not otherwise in use. The Association shall pay the cost of all materials and supplies used to produce Association materials. Approval shall not be unreasonably or arbitrarily denied... The Association... may be permitted the use of the employees' electronic mailboxes (email) and the district courier service for joint communiques or the announcement date, time and place of meetings. |
| Collier County Public Schools | Collier County Association of Educational Office and Classroom Assistant Personnel | Art III, Sec 3.02 | The ASSOCIATION shall have the right to post notices of activities and matters of ASSOCIATION concern on appropriate and specifically assigned bulletin board space. Bulletin board space shall be provided in each school and work center... ASSOCIATION representatives shall have the right to use existing school site facilities for distribution of communications to members of the ASSOCIATION... |
| Collier County Public Schools | Collier County Education Association | Art 3, Sec 3.05 | The ASSOCIATION shall have the right to post notices of activities and matters of ASSOCIATION concern on appropriate and specifically assigned bulletin board space. Bulletin board space shall be provided in each school building. ASSOCIATION representatives shall have the right to use EMPLOYEE mailboxes for distribution of communications to members of the bargaining unit... |
| Duval County Public Schools | Duval Teachers United | Art III, Sec C | The DTU shall be provided partial use of suitable bulletin boards, including at least one reserved at each school location and district offices (one on each floor) as designated by the Employer. The DTU agrees that it shall use space on bulletin boards provided by the Employer for the exclusive use of the Union for purposes of posting material dealing with Union business... The DTU shall be entitled to use the school-based employees' pick-up boxes for distribution of materials dealing with Union business. Similar distribution shall be allowed for district offices through a central source as mutually agreed upon by the parties. |

| Public Body | Union | Provision | Provision Text |
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| Eastern Florida State College | United Faculty of Florida | Art 5, Secs 5.5-5.6 | UFF-Brevard, through agreed upon representatives, shall have the right to use the internal College mail including e-mail, to communicate with members of the bargaining unit at no cost to UFF-Brevard. UFF-Brevard Executive Council shall have access to any and all College email distribution lists which include faculty members in the bargaining unit. The College shall provide UFF-Brevard access to bulletin boards at each campus or division where available. |
| Escambia County Public Schools | Escambia Education Association | Art IV, Sec IV.2, subsecs B and E | Teachers shall have the right to receive notice of Association meetings in school mailboxes and/or through e-mail and all Association publications and announcements in their school mailboxes. The use of courier service shall be limited to the distribution, to the Escambia Education Association, of documents or other data required to be furnished to the Association by this Collective Bargaining Agreement... Officially designated Association Representatives shall be allowed to make brief announcements during faculty meetings and/or through e-mail... Additionally, EEA Association Representatives shall have the right to carry out Association elections and balloting for ratification of amendments to the Master Contract... Site administrators and Association Representatives are expected to work collaboratively to facilitate such meetings as well as the normal operation of the school day. |
| Florida Atlantic University | United Faculty of Florida | Art 3, Sec 3.2, subsecs a-b | The University will place a link in an appropriate place on the University web site to the web site of the FAU Chapter of UFF... Accessing existing University e-mail listservs or establishing a new listserv allowing the UFF electronic communications with employees shall be the subject of consultation... UFF agrees to pay a reasonable annual fee to the University if access to a university maintained email listserv is provided... |
| Florida Gulf Coast University | United Faculty of Florida | Art 3, Sec 3.2, subsecs A-C | UFF-FGCU may post bulletins and notices relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards but on at least one bulletin board per building where a substantial number of employees have offices...The University will place a link in an appropriate place on the University web site to the web site of the local UFF-FGCU chapter... UFF-FGCU will have access to existing university faculty email lists to be used for purposes of communicating with faculty. |
| Florida International University | United Faculty of Florida | Art III, Sec II, subsecs A-B | UFF may post bulletins and notices relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards on campus where other notices regarding personnel and/or faculty activities are posted but on at least one bulletin board per building where a substantial number of employees have offices. Specific locations shall be mutually selected by the University and the UFF chapter in the course of consultation... FIU will place a link in an appropriate place on the Provost's website to the website of the UFF Chapter and to the current CBA. |
| Florida Polytechnic University | United Faculty of Florida | Art 4, Secs 4.5-4.6 | UFF shall have the right to post notices to Employees of activities and matters of concern to Employees on non-electronic bulletin boards located in areas as mutually agreed upon by UFF and the University... UFF shall have the right to send communications to their members or prospective members at their University email accounts for communications relevant to UFF's status as a collective bargaining agent. |
| Florida State College at Jacksonville | United Faculty of Florida | Art 6 | The Union may post official notices on designated campus bulletin boards in faculty areas. The Union may use the College mail and e-mail services, including faculty mail boxes, for official Union communications... |

| Public Body | Union | Provision | Provision Text |
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| Florida State University | United Faculty of Florida | Art 3, Sec 3.2 | UFF may post bulletins and notices relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards. Specific locations shall be mutually selected by the Board or its representatives and the local UFF Chapter in the course of consultation... The Board shall place a link to the web site of the local UFF in mutually agreed upon places on the university web site. UFF faculty and faculty representatives may use existing university e-mail listservs to communicate electronically with faculty and the Board. In the event the UFF seeks to establish a new listserv it shall be a subject of consultation... |
| Gulf District Schools | Gulf County Education Association | Art 2, Secs 2.2-2.4 | ...the Association shall be permitted to use computers and copiers after school hours on workdays before the building is closed and the work area is still open. The Board may charge reasonable costs for the use of such equipment. The Association shall be permitted to post notices of activities and the matters of Association concern on an appropriate and specifically assigned bulletin board in each school... The Association may use employee mailboxes for communications to employees... The Association shall be permitted to use the email system.. The email distribution may be used to provide notice of activities of the Association. Examples include: notices of meetings, ratification dates and the like.. |
| Hendry County School District | Hendry County Education Association | Art II, Sec 2.03 | The Association shall have the right to post notices of activities and matters of the Association concern on appropriate and specifically assigned bulletin boards at least one of which shall be provided in each school center... The Association shall have the right to use Teacher mailboxes for communications to Teachers... The Association shall have the right to use Teacher mailboxes and the district email system e-mail system to conduct the executive business of the Association. This communication will take place among the president, executive officers, representatives, and instructional staff. |
| Hernando County School District | Hernando Classroom Teachers' Association | Art II, Secs 2.21 and 2.23 | The Association, with the prior approval of the bulidng principal, shall have the right to use school facilities and equipment, including typewriters, copy machines, and audio-visual equipment and computers... The Association may use school mailboxes and the interschool mail service provided such use is confined to material for general distributiopn to bargaining unit members, association members, and building representatives. |
| Hillsborough Community College | United Faculty of Florida | Art 5, Secs 5.3-5.4 | The Union shall have the right to use the internal college mail, including email, to communicate with members of the bargaining unit at no cost to the Union... The Administration will assign a bulletin board to the Union at each campus for the Union's exclusive use. |
| Hillsborough Community College | SEIU Florida Public Services Union | Art 5, Sec 5.3 | The Union shall have the right to use the internal College mail (including email), to communicate with members of the bargaining unit at no cost to the Union. |
| Hillsborough County Public Schools | Hillsborough Classroom Teachers Association | Secs 9.4.1-9.4.2 | The Association shall be provided with school mail service. The Association will have the right to place Association materials in teachers' mailboxes... The Association shall be permitted to utilize the district email service as a vehicle for distributing Association materials to its members. |
| Jackson County School District | Jackson County Education Association | Art 2, Sec 2.1 | The Association shall have the right to post notices of activities and association business on a bulliten board designated for such use by the principal in each school. The association shall have the right to use teacher mailboxes and GroupWise for communications to teachers regarding mettings, legislative updates, and other educational uses. |

| Public Body | Union | Provision | Provision Text |
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| Jackson County School District | Jackson Education Support Professional Association | Art 6, Secs 1 and 3 | The Association and its representation shall have the right to use the Board’s work sites at all reasonable hours for meeting and to transact official Association business provided... The Association shall have the right to post notices of activities and matters of Association concern or designated bulletin boards at each work site. The Association may use individual employee mailboxes for communication to employees at each work site. |
| JEA | Professional Employees' Association | Art 23, Sec 23.1 | The PEA shall be provided with partial use of suitable bulletin boards, including at least one (1) at each working location for the posting of information pertaining to PEA activity. JEA agrees, if the PEA requests, to provide a separate bulletin board specifically for the use of the PEA of a standard size not to exceed 4’ x 4’... The PEA shall be provided use of an electronic bulletin board accessible by all members of the bargaining unit. |
| JEA | JEA Supervisor's Association | Art 23, Sec 23.4 | The Association will be allowed to use the JEA email system for distribution to its members... |
| JEA | IBEW Local 2358 | Art 23, Sec 23.5 | Union officers and stewards will be allowed restricted use of the JEA email system for communicating items and issues of mutual benefit to JEA and the Union... |
| JEA | AFSCME Local 429 | Art 8, Sec 8.1 | The Union shall be provided adequate space on bulletin boards, including at least one (1) at each location so designated by the Employer. Bulletin boards will be located in employee break rooms or other non-public areas. The Union may, if it so desires, provide a bulletin board of standard size for its own exclusive use, in keeping with the decor of the above locations, and with the approval of the Employer. The Union shall also be provided the use of an electronic bulletin board accessible to all member of the bargaining unit through the JEA intranet site. |
| Lake County Schools | Lake County Education Association | Art IV, Secs 2-5 | The Association may post notices concerning routine Association business on appropriate and specifically assigned bulletin boards provided by the Association in each school... The Association will be entitled to use the schools' mailboxes for communication to teachers through the postal service. Association members at the local schools will be entitled to use the school's mailboxes for receiving and distributing communications to teachers... The President, Vice President, and Representatives of the Association will be entitled to use the district’s email system, for the purpose of communicating with all instructional personnel for contract ratification... In addition, they will be entitled to use the district’s email system with LCEA members, but such use is restricted to new or changed agreement language, contract ratification, election voting results, and meeting information... The President, Vice President and representatives of the Association will be entitled to use the district’s courier system for the purpose of communicating with all instructional personnel for contract ratification. |
| Lee County Schools | Teachers Association of Lee County | Art 2, Sec 2.03, subsecs 3-4 | The Association shall have the exclusive privilege as the labor organization for instructional staff of posting notices of Association meetings and other materials... on bulletin board space exclusively assigned to the Association for this purpose by the principal of each school... The Association shall have the exclusive privilege as the labor organization for instructional staff, through its representative, of distributing notices of Association meetings in employee mailboxes... In addition to notices of Association meetings, other materials such as Association newsletters, which relate to wages, hours, terms and conditions of employment of instructional staff... may be distributed in employee mailboxes... The Association shall have the use of the intra-school mail service for the delivery of notices of meetings to school centers... |

| Public Body | Union | Provision | Provision Text |
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| Leon County Schools | Leon Classroom Teachers Association | Art III, Sec 3.02, subsecs A-B | LCTA shall have the right to use any intra-school communications system, mailbox information distribution system, bulletin boards, and the interschool mail and e-mail systems excluding District e-mail address lists or listservs for communications relevant to its status as collective bargaining agent. Exception: The LCTA president is authorized to use Listserv for communicating information pertinent to contract negotiations to all members of the bargaining unit. LCTA also may create listservs on District equipment for its use in communicating with employees so long as it is done on personal time rather than during the workday... In the event that the Board must collect postage for LCTA's use of the District interschool mail system, LCTA will be responsible for the payment of all such postage and will cooperatively work out procedures for such payment. LCTA officials shall have the right to distribute information of concern to employees by way of the employee mailbox at that site. |
| Manatee County School District | Manatee Education Association | Art IV, Sec 3 | The Association shall have the right to post notices of activities and matters of Association concern on an appropriate bulletin board on each school campus. The Association shall have the right to use the school system's email, and mail service, including teacher mailboxes. |
| Manatee County School District | AFSCME Local 1584 | Art V, Sec 4 | The Union shall have use of individual employee mail boxes, where such are provided... The School Board shall supply a bulletin board, no smaller than 36 by 48 inches, for union use. |
| Marion County Public Schools | Marion Education Association | Art 3, Sec 3.09 | The Association shall have the right to post notices of activities and matters of Association concern on an Association bulletin board in the employee lounge... The Association Representative shall have access to employee mailboxes to distribute materials relating to Association activities and matters of Association concern... Where electronic bulletin boards and/or mailboxes are used, the Association shall be given access to such media to distribute materials relating to Association activities and matters of Association concern. |
| Martin County School District | Martin County Education Association | Art IV, Sec IV.2, subsecs E and G | The authorized representative of the Association shall, as provided herein, post notices of activities and matters on appropriate bulletin boards at each school site, as determined by the principal... The Association shall, as provided herein, use employee mailboxes located at each school... MCEA shall have the right to use the school electronic mail system to conduct business between the union and the district... |
| Martin County School District | AFSCME Council 79, Local 597 | Art 13, Sec E, subsec 1 | The Union may, at its own expense, provide a bulletin board or share a bulletin board already in place in an area and of a size mutually agreed upon with the Union and the principal or work location managerial representative. |
| Miami Dade College | SEIU Florida Public Services Union | Art 3, Sec 2 | ...The Union agrees that all posted materials which relate directly to faculty at MDC, phone mail messages, and email boxes will be limited to official SEIU union business and restricted to the following: notices of Union meetings, notices of Union elections or appointments, notices of Union recreational or social affairs, results of Union elections, and Union news... |
| Miami-Dade County | TWU Local 291 | Art III, Sec III.14 | DTPW shall provide locked glass covered bulletin boards in each reporting location which may be used to post any information considered pertinent to the affairs of DTPW and its employees and the Union. There shall be a section of each bulletin board reserved for Union affairs. |

| Public Body | Union | Provision | Provision Text |
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| Miami-Dade County | AFSCME Local 1542 | Art 14 | The Department will provide for the Union's nonexclusive use of bulletin boards at locations mutually agreed to by the Department and the Union. If such is deemed necessary by the Department and the Union, at certain locations the Department shall ensure that the bulletin boards are covered and lockable, with keys to be controlled by the appropriate Division Chief and the Union President or their designees...The Union shall have access to all bargaining unit mailboxes for the purpose of the distribution of informational communications. |
| Miami-Dade County | AFSCME Local 199 | Art 61 | The County will furnish the Union with sufficient bulletin board space for up to four (4) Union notices, size 8 1/2" x 14" at each of the agreed locations... It is intended for purpose of interpretation that bulletin boards shall be provided primarily for employee information and internal communications and not for the primary purpose of communicating with the general public. The time clock boxes, as long as they are used by the County, may be used for distribution of Union literature, as defined above. The County agrees not to destroy or discard the Union literature contained in the time clock boxes. |
| Miami-Dade County | AFSCME Local 121 | Art 12 | The Department will provide for the Union's use a bulletin board in each Water and Sewer Department building in which the Union has members working. Such bulletin board shall be shared by the Union with other Employee Organizations having similar bulletin board privileges. Any notice or item placed on the bulletin board shall bear on its face the legible designation of the person responsible for placing such notice or item on the bulletin board. Notices placed on a AFSCME LOCAL 121 bulletin board shall be limited to announcements of Union meetings, elections, and social or recreational events. |
| Miami-Dade County | OPEIU Local 100 (Supervisory) | Art 46 | The County and Public Health Trust shall furnish the Association with bulletin board space for the posting of Association Meeting notices, Election notices, and newsletters. |
| Miami-Dade County | OPEIU Local 100 (Professional) | Art 46 | The County shall furnish the Association with bulletin board space for the posting of Association Meeting notices, Election notices, and newsletters. |
| Miami-Dade County | AFSCME Local 3292 | Art 55 | The County will furnish the Union with sufficient bulletin board space for up to four (4) union notices, size 8½" x 14," at each of the agreed locations... It is intended for purpose of interpretation, that the bulletin boards shall be provided primarily for employee information and internal communications and not for the primary purpose of communicating with the general public. It is agreed that the Union President, or their designee, shall have a key for each locked bulletin board. |

| Public Body | Union | Provision | Provision Text |
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| Miami-Dade County Public Schools | United Teachers of Dade | Art XXIII | A Union-designated representative or building steward... will be permitted to schedule a regular Union meeting of employees at the work location at least once each month... Union staff, as well as other Union designated representatives, will be permitted access to any school system facility for the purposes of conferring with the building principal or work location supervisor, administering this Contract, conducting Union elections, conducting Contract ratification votes, membership solicitation, and meetings with employees... The building steward shall have access to the work location public address and closed circuit television system... The Union, Union designated representatives, and Union building stewards shall have access to the work location e-mail... At least one bulletin board shall be reserved at an accessible place in the employees' lounge for the exclusive use of the Union for purposes of posting material dealing with Union business... The Board shall issue permits to the Union for parking in lots used by the Board... The Union shall have the right to form, organize, and solicit membership as the exclusive bargaining agent certified to represent all employees within the bargaining unit at any duty-free time during the school day... Stewards at each work location, as well as other Union designated representatives, may solicit membership... at any time during the workday... [all] such rights shall not be granted to any other Union or employee organization... UTD representatives (i.e., UTD building stewards and Union-designated Representatives) shall be afforded access to work location mailboxes... The exclusive bargaining agent (but not a minority/rival Union) shall be afforded access to MDCPS work sites and grounds, including work location parking lots... |
| Miami-Dade County Public Schools | AFSCME Local 1184 | Art VIII, Sec 3 | The Board will furnish AFSCME, Local 1184 with sufficient bulletin board space at each work location where employees of this unit work... It is intended for purposes of interpretation that the bulletin boards shall be provided primarily for employee information and internal communications... In those situations where employees have been assigned mail boxes, the mail boxes assigned to employees of this unit may be used for distribution of AFSCME, Local 1184 literature. The Board agrees not to destroy or discard the Union current literature contained in mail boxes or posted on bulletin boards. |
| Monroe County Schools | United Teachers of Monroe | Art XXV, Sec 2, subsecs A-C | The Union Building Representative shall be able to submit announcements to be read over the work location public address system for the purpose of communicating with members of the bargaining unit... At least one (1) bulletin board shall be provided in each teacher's lounge for the exclusive use of the union for purposes of posting materials dealing with union business. Representatives of the Union shall be afforded reasonable access to work location mailboxes and email. |
| Nassau County School District | Nassau Teachers' Association | Art III, Sec F | The Association through its local officers and members shall request in writing the right to use school equipment... Equipment authorized for use shall be typewriters, duplicating and calculating machines, audio visual equipment and one instructional computer and printer which shall be assigned by the District Office for use only by the building representative... The parties agree that all computer equipment (hardware and software) made available to classroom teachers may be used to conduct official Association business and disseminate information... The Association agrees that all materials and supplies to be used shall be furnished by the Association prior to or at the time of usage. |

| Public Body | Union | Provision | Provision Text |
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| Nassau County School District | Nassau Educational Support Personnel Association | Art III, Sec F, subsecs 1-3 and Sec G, subsec 1 | The Association shall have the right to use school buildings for meetings after the end of the regular school day... The Association shall reimburse the Board for any use that exceeds routine custodial and operating expenses of such school buildings... The parties agree that all computer equipment (hardware and software) made available to classroom teachers may be used to conduct official Association business and disseminate information... The Association may use the school system's inter-building mail service... |
| Okaloosa County School District | Okaloosa County Education Association | Art II, Secs C-D | The Association shall have the right to post notices of activities and matters of Association concern in appropriate and specifically assigned space in the teacher's lounge or work room... The Association shall have the right to use teacher mailboxes for communication with teachers. |
| Okaloosa County School District | Okaloosa Educational Staff Professionals | Art 4, Sec B, subsecs 1-2 | The Association and its members will have use of buildings... The Association shall have the right to post notices on bulletin boards designated by the principal or department head. The bulletin boards shall be in an area where there is high visibility for a majority of the employees. The Association shall have the right to use the district courier service... and if available employee mail boxes. |
| Orange County Public Schools | Orange County Classroom Teachers Association | Art IV, Sec D, subsecs 1-3 | The Association shall have the exclusive right to bulletin board space of at least nine square feet for the purpose of posting materials related to Association business, such as newsletters, Association programs, training, meeting notices and committee reports... The Association shall be permitted to use the courier service for maintenance of this Contract... The Association will be permitted to use employee worksite and electronic mailboxes (email). |
| Osceola County School District | Osceola County Education Association | Art IV, Secs 4.05-4.06 | The Association shall have the right to equal use of the school system's mail services, including teacher mailboxes, for communication with teachers. The Association office shall be a stop on the Board's mail service routes... The Association shall have the right to use the school's equipment. The Association shall provide its own materials and supplies... The president or the president's designee shall be the only ones to use the county machines. The Association agrees to pay an annual service fee for the usage of these school and county machines. |
| Palm Beach County | CWA Local 3181 | Art 5, Sec 6 | The Union shall be permitted space on existing bulletin boards to post necessary Union notices of a businesslike non-inflammatory nature. |
| Palm Beach County School District | SEIU Florida Public Services Union (supervisory) | Art 32 | The District will allocate suitable space in a school building or other location where members of SEIU/FPSU work, for the purpose of SEIU/FPSU notices. If possible, bulletin board space will be provided for this purpose. |
| Palm Beach County School District | SEIU Florida Public Services Union (regular) | Art 34 | The District will allocate suitable space in a school building or other location where members of SEIU/FPSU work, for the purpose of SEIU/FPSU notices. If possible, bulletin board space will be provided for this purpose. |
| Palm Beach County School District | SEIU Florida Public Services Union (paraprofessionals) | Art 31 | The District will allocate suitable space in a school building or other location where members of SEIU/FPSU work for the purpose of SEIU/FPSU notices... |
| Palm Beach County School District | Palm Beach County Classroom Teachers Association | Art VI, Sec A, subsec 5 | The Association may use: The public address system during regular announcement periods before and after the instructional day to make announcements of meetings, election times and results, and announcements related to the time and nature of Association activities... Faculty mail boxes... Audio-visual equipment which is not in use... Part of a bulletin board in faculty lounge(s) (workrooms). If none are available at these locations, then a part of the bulletin board in the main office may be used. |

| Public Body | Union | Provision | Provision Text |
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| Pasco County | Teamsters Local 79 | Art 39, Sec 1 | Official Union notices may be posted on designated bulletin boards in designated non-public work areas... |
| Pasco County Schools | United School Employees of Pasco | Art III, Sec C, subsecs 5-6 | The Union shall have the right to use the school mailboxes and electronic network for the purpose of communicating with teachers... The Union shall have the right to post notices of activities and matters of Union concern on bulletin boards specifically assigned exclusively for use by the Union. Said bulletin boards shall not be less than 12 square feet in size, at least one (1) of which shall be provided in each school. Further, said bulletin boards shall be in a readily visible area. |
| Pasco County Schools | United School Employees of Pasco (support staff) | Art III, Sec C, subsecs 5-6 | The Union shall have the right to use the school mailboxes and electronic network for the purpose of communicating with SRP... The Union shall have the right to post notices of activities and matters of Union concern on bulletin boards specifically assigned exclusively for use by the Union. The worksite supervisor shall designate space for a Union bulletin board in each employee lounge, in the kitchen area, and in the custodial office area. The Union will provide bulletin boards at its own expense. Bulletin boards shall be at least twelve (12) square feet in size unless another size is mutually agreed upon... |
| Pinellas County Schools | Pinellas Classroom Teachers Association | Art 9, Sec D | The Union shall be provided ample bulletin board space in each work location for the posting of Union information, notices and material. To the extent provided by law, the Union shall have the right to use the in-school mail system (pony) and school mailboxes. The Union President or building representative shall have the right to use the district's email system for the limited purpose of announcing the date and time of union meetings. |
| Pinellas County Schools | Pinellas Educational Support Professionals Association | Art 5, Sec D-G | The Association shall have the right to use the school mailboxes if provided for some or all employees... the Association shall have the right to use the in-school communication systems... the Association shall have the right to the use of the district's email system in order to announce Association meetings and visits. The Association shall have the right to use a reasonable amount of space on bulletin boards. If bulletin boards are not available, the Association shall supply one to be mounted at the Association's cost in a visible location... |
| Pinellas County Schools | SEIU Florida Public Services Union | Art 3, Secs 11-14 | Appropriate space will be designated and made available by the administrator/supervisor at each unit employee's time clock or designated sign-in area for the placement of the Union bulletin board. Bulletin boards provided by the Union may be lockable and Plexiglas covered. The Board will provide a lockable Union bulletin board (not to exceed 4' x 4') at each bus compound. The supervisor will allow posting materials... In addition, the Union shall have keys to all Union-owned bulletin boards... The Union shall have the right to use school mailboxes... The Union shall have the right to use the intra-school "pony" mail for distribution of meeting notices and newsletters. |
| Polk County Public Schools | AFSCME Council 79, Local 2227 (Bus Drivers and Attendants) | Art XV, Sec B | The Board agrees to provide at least a 2' x 3' designated bulletin board space specifically and solely for Union use, and for Union Information at each maintenance shop, each warehouse, and in one (1) employee lounge of each school. |
| Polk County Public Schools | AFSCME Council 79, Local 2227 (School Nutrition Assistants) | Art XIV, Sec B | The Board agrees to provide at least a 2' x 3' designated bulletin board space specifically and solely for Union use, and for Union Information at each location where bargaining unit members are assigned... |

| Public Body | Union | Provision | Provision Text |
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| Polk County Public Schools | Polk Education Association (teachers) | Art V, Secs 5.3-5.3-1 | The Association may use school buildings for special meetings with no rental chargeThe Board agrees to provide the Association a box at the District office courier mailroom for the collection of informational materials from the Superintendent and his/her staff as well as Board members and from worksites. Materials may also be distributed to the same through the courier service. Further, it is agreed that the Association will be provided the use of the Board e-mail. |
| Polk County Public Schools | Polk Education Association (paraeducators) | Art V, Secs 5.14 and 5.23 | ...Association announcements may be made over the building communications system before or after the normal class schedule... The Board agrees to provide the Association a box at the district office mailroom for the collection of informational materials from the Superintendent and his staff as well as Board members. |
| Polk County Public Schools | Polk Education Association (educational support personnel) | Art IV, Secs 4.9-4.10 and 4.14 | The Association shall have the right to use a bulletin board in each school. The decision as to which bulletin board to use will be made jointly by the principal/director and the building representative. The bulletin board shall be used for the purpose of posting materials related to the Association. The Association may use employee mailboxes to distribute information to employees in the unit at the worksite... Association announcements may be made over the building communications system before or after the normal class schedule. |
| School Board of Highlands County | Highlands County Educational Association | Art IV, Sec B | The HCEA may be permitted to post official notices of activities and meetings of HCEA concern on the district’s electronic bulletin board and a bulletin board to be furnished by the HCEA and limited in size to four (4) feet square (16 sq ft) and to be placed in a location designated by the building principal... The HCEA shall be permitted to distribute HCEA materials clearly identified as such in school mailboxes of unit members. HCEA member mailboxes may be identified by sticker/star. The HCEA shall be granted the use of the district internal communication system(s) for the purpose of posting the ratified collective bargaining agreement and other subjects... The HCEA has access to and will maintain a member’s only conference folder in First Class. In addition, the HCEA shall have exclusive rights to post/manage notice of activities and matters of HCEA concern on a designated electronic folder. This electronic folder shall be visible on each individual unit member’s First Class account. |
| School District of Desoto County | Desoto County Educators Association | Art 5, Secs 4-5 | The Union shall have access to internal mail distribution within buildings as provided by the principal or director of the respective Cost Center. Public address systems and other means of communications which are available within the cost center may be utilized for purposes of announcements... The Union shall have the right to use the inter-school mail facilities and school mail boxes for the distribution of material relating to Union business... School district personnel not affiliated with the Union shall not transport any materials... |
| School District of Indian River County | Indian River County Education Association | Art 2, Sec 2.2, subsecs A-F | The Association and its representatives shall be considered a school-related group regarding the use of school buildings for meetings... The Association may post notices of activities and matters of the Association on a bulletin board specifically assigned by the school principal. Each school will provide bulletin board space designated for Association use. Mailboxes assigned to members of the bargaining unit in each school may be used for Association communication at the discretion of the Association. When school announcements are made through written bulletins, brief Association announcements may be included... The Association president via district e-mail may communicate announcements of IRCEA meetings with attached agenda. |

| Public Body | Union | Provision | Provision Text |
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| Seminole County Public Schools | Seminole Education Association | Art VI | The Association shall have use of the school system mail service, including teacher mailboxes and district email, for communication to teachers...The Association office shall be a stop on the regular school system courier delivery route for a daily pick-up of presorted, non-district-wide items and delivery of Association communication... The Association shall be given access to a bulletin board, or a portion of one for its exclusive use in the faculty lounge or other areas frequented by teachers. The school district will provide the Association the use of a district computer, printer, fax, phone, and voice mail on an as needed basis. The Association's web site will be linked to the district's web site. |
| Seminole County Public Schools | Seminole Educational Clerical Association | Art II, Sec 13 | The Association shall have the right to equal use of the school system's mail service, including employee's mailboxes, when provided for communication to employees... |
| Seminole State College | SEIU Florida Public Services Union | Art 6, Sec 7, subsec c | The Union may use the College electronic communication system to advise part-time faculty of union meetings, ratification meetings, union activities, bargaining, and union elections... |
| St. Johns County School District | St. Johns Education Association | Art II, Sec D | The Board agrees the Association shall have the right to communicate with its bargaining unit members through utilizing mailboxes, electronic mail, and the Association bulletin board... |
| St. Lucie Public Schools | Education Association of St. Lucie | Art II, Sec B | The Association may post notices of activities and matters on appropriate bulletin boards at each school site, as determined by the principal. The Association may use teacher mail boxes and e-mail located at each school. |
| State of Florida | Federation of Physicians and Dentists, NUHHCE/AFSCME | Art 5, Sec 4 | ...the state agrees to furnish at state institutions where employees are employed, wall space not to exceed 20" X 30" for Union purchased bulletin boards. Space will be provided in those areas as agreed by the agency and Union... The state agrees that designated Union Representatives shall have access to state controlled premises where employees are employed... If any area of the state's premises is otherwise restricted to the public, permission must be requested to enter such area and such permission shall not be unreasonably denied. |
| State of Florida | Federation of Physicians and Dentists, NUHHCE/AFSCME (State Employees Attorneys Guild) | Art 5, Sec 4, subsec A and Sec 10, subsecs a and b | ...the state agrees to furnish at state institutions where employees are employed, wall space not to exceed 20" X 30" for Union purchased bulletin boards. Space will be provided in those areas as agreed by the agency and Union... The state agrees that designated Union Representatives shall have access to state controlled premises that are open to the public where employees are employed... If any area of the state's premises is otherwise restricted to the public, permission must be requested to enter the area; permission shall not be unreasonably denied. |
| Sumter County School District | Sumter County Education Association | Art 6, Sec 6.10 | The Association shall have the right to use the courier, school mail, and email system to distribute information and notices of meetings. |
| Tallahassee Community College | United Faculty of Florida | Art 5, Secs 3-4 | The College agrees to provide the Union with existing bulletin board space in those campus areas where notices to Faculty are normally posted by the College... The Union shall have the right to use the College mail and email service, including Faculty mail boxes, for UFF/TCC communications to employees... |

| Public Body | Union | Provision | Provision Text |
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| University of Central Florida | United Faculty of Florida | Art 3, Sec 3.2 | The UFF may post bulletins and notices relevant to its position as the collective bargaining agent on at least one bulletin board per building where employees have offices. Specific locations within a building shall be mutually selected by the University and the local UFF Chapter... The University shall place a link to the local UFF Chapter website [on its website]. |
| University of Florida | United Faculty of Florida | Art 4, Sec 4.2 | UFF shall have the right to post bulletins or other materials relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards... The University shall maintain links to the local UFF Chapter on the University web site. UFF shall have the right to use without cost the University's campus mail and email systems (including use of the standard delivery mode to send messages to all faculty) in order to communicate with the faculty... |
| University of North Florida | United Faculty of Florida | Art 4, Sec 4.2 | The UFF shall have the right to post notices on bulletin boards on campus where other notices regarding personnel and/or faculty activities are posted... The UFF shall have the right to use the University's campus mail and e-mail systems (including use of the "all-faculty" group)... The University Administration shall maintain a link for the UFF chapter on the Faculty/Staff page of the University website. The University Administration shall maintain a link for the UNF/UFF Contract at any location where the Faculty Handbook is listed on the University Website... The University Administration shall allow UFF to set up a discussion forum on UNF's Learning Management System; provided that UFF shall be responsible for administering the UFF forum... |
| University of South Florida | United Faculty of Florida | Art 3, Sec 3.2, subsecs A-C | UFF may post bulletins and notices relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards but on at least one bulletin board per building where a substantial number of employees have offices...The University will place a link in an appropriate place on the University web site to the web site of the local UFF chapter... Accessing existing university e-mail listservs or establishing a new listserv allowing the UFF electronic communications with employees shall be the subject of consultation... UFF agrees to pay a reasonable annual fee to the University if access to a University maintained e-mail listserv is provided. |
| University of South Florida | AFSCME Council 79 | Art 5, Sec 5.5, subsec A | Where University-controlled bulletin boards are available, the University agrees to provide space on such bulletin boards for AFSCME use. Where bulletin boards are not available, the University agrees to provide wall space for AFSCME-purchased bulletin boards. |
| University of South Florida | SEIU Florida Public Services Union | Art 4, Sec 4.5 | The University agrees to allow the Union to communicate with adjuncts through their University-issued e-mail addresses (e.g., @usf.edu)... |
| University of West Florida | United Faculty of Florida | Art 3, Secs 1 and 3 | The UFF may post bulletins and notices relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards but on at least one (1) bulletin board per building where a substantial number of faculty have offices. Specific locations will be mutually selected by the University and the UFF in the course of consultation... The University will place a link in an appropriate place on the University web site to the web site of the UFF Chapter. Accessing existing University e-mail listservs or establishing a new listserv allowing the UFF electronic communication with faculty will be the subject of consultation... The UFF agrees to pay a reasonable annual fee to the University if access to a University maintained e-mail listserv is provided. |
| Village of Palm Springs | SEIU Florida Public Services Union | Art 15, Sec 15.1 | The Village shall furnish the SEIU/FPSE with space for a Bulletin Board in such locations as agreed by both parties. |

| Public Body | Union | Provision | Provision Text |
|-----------------------------------|---|---------------------------------|--|
| Washington County School District | Washington County Education Association | Art II, Sec 2.6 | The Association will be allowed use of the Public Address System before or after the student day. Such announcements will be made by the Principal or his designee. Such use will be for official Association business only. |



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