

HILLSBOROUGH COUNTY AVIATION AUTHORITY POLICY

600: HUMAN RESOURCES

GENERAL

P604: Bargaining Units

Effective: 04/01/82

**Revised: 06/08/89
10/09/97**

06/06/02

02/05/26

PURPOSE: –To establish policy regarding bargaining units representing employees of the Authority.

LEGAL CONSIDERATION: –Pursuant to Section 447.201, et seq., Florida Statutes, the Florida Public Employees Relations Commission (PERC) regulates and establishes procedures relating to employee Bargaining Units, including those which may be elected to represent employees of the Authority.

POLICY: In accordance with the procedures established by PERC, ~~the following Bargaining Units now represents certain Authority employees:~~ The West Central Florida Police Benevolent Association was certified by ~~the PERC Florida Public Employees Relations Commission~~ to represent Airport Police Officers on November 14, 1978. Representation was later expanded to include representation for all sworn Authority Police Sergeants, Police Corporals and Police Officers, as well as Traffic Specialists, Senior Traffic Specialists and Evidence Technicians. and the International Brotherhood of Teamsters, Local Union No. 79 was certified to represent Authority maintenance personnel, communications center operators, and Public Information Officers on December 18, 1989. Prior to 1988, Florida courts held that when a conflict arose between the provisions of a collective bargaining agreement and civil service rules and regulations, the Hillsborough County Civil Service Board had the final discretion to amend or not amend its rules and regulations to conform to a collective bargaining agreement. In March 1988, the Florida Supreme Court ruled that local governments and unions may negotiate working conditions, thereby ending the power of the Civil Service System to veto agreements in conflict with its rules and regulations.

The Authority will recognize any union currently certified by ~~the Florida PERC Public Employees Relations Commission~~ as a bargaining representative for Authority employees.