



FEDERATION OF PUBLIC EMPLOYEES, AFL-CIO

**1700 NORTHWEST 66TH AVENUE
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THE PUBLIC EMPLOYEES RELATIONS COMMISSION (PERC)



Public Employees Relations Commission (PERC) is an independent, quasi-judicial state agency in Florida that resolves labor and employment disputes between public-sector employers and employees.

WHO THEY ARE AND WHAT THEY DO

- **Core Mission:** Oversees public-sector collective bargaining, registers labor unions, and handles unfair labor practice charges for state and local government workers (such as teachers, transit workers, and local employees).
- **Leadership:** Composed of a Chair and two commissioners appointed by the Governor and confirmed by the Florida Senate.
- **Elections:** Runs secret-ballot representation and recertification elections, including recent mandated recertification votes for certain public unions under Florida laws like SB 256.
- **Dispute Resolution:** Employs licensed attorney hearing officers to conduct hearings and issue final legal orders on labor disputes.



UNDERSTANDING FLORIDA'S UNION LEGISLATION SB 256 TO SB 1296

Florida's labor-union landscape has been reshaped by a rapid series of laws since 2023—beginning with SB 256 (2023) and escalating with SB 1296 (2026)—that impose strict membership thresholds, eliminate payroll dues deductions, and rewrite union-election rules.

These changes have triggered mass recertification battles, widespread decertifications in municipal/county unions, and a statewide surge in organizing activity as unions fight to survive.



SB 256 (2023)

- **ELIMINATED PAYROLL DEDUCTION**
- **IMPOSED 60% DUES-PAYING REQUIREMENT**
- **TRIGGERED STATEWIDE RECERTIFICATION ELECTIONS**
- **CAUSED MAJOR DECERTIFICATION IN SMALLER UNITS**
- **TEACHER UNIONS PASSED ALL RECERTIFICATION VOTES**

SB 1296 (2026)

- **INTRODUCED 50% TURNOUT REQUIREMENT**
- **INCREASED ADMINISTRATIVE PAPERWORK**
- **EXPANDED PERC AUTHORITY**
- **MADE UNION ELECTIONS SIGNIFICANTLY HARDER TO WIN**
- **ADDED NEW COMPLIANCE OBLIGATIONS FOR UNIONS**

COMPARISON TABLE



Category	SB 256 disrupts how unions maintain membership.	SB 1296 disrupts how unions win elections and stay certified.
Primary Focus	Union membership & dues collection	Union elections & administrative compliance
Membership Requirement	Requires 60% dues-paying membership for certification	No change to 60% rule, but adds stricter election turnout requirements
Election Threshold	Simple majority of votes cast	Requires 50% turnout of entire bargaining unit , not just voters
Payroll Deductions	Eliminates payroll deduction for union dues	No change — continues SB 256's ban
Recertification Triggers	Mandatory recertification if below 60% dues-paying	Recertification elections become harder due to turnout requirement
Administrative Requirements	Manual dues collection; membership verification	New authorization forms; stricter registration & renewal standards
PERC Authority	Standard oversight	Expanded authority to waive bargaining provisions and enforce compliance
Impact on Unions	Massive recertification wave; municipal decertifications	Increased election difficulty; higher compliance burden
Exemptions	Police, fire, corrections	Same exemptions continue
Overall Effect	Restructures union membership systems	Restructures union election systems

PROOF

STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION
4708 CAPITAL CIRCLE N.W.
SUITE 300
TALLAHASSEE, FLORIDA 32303

Ballot Enclosed

STATE OF FLORIDA
Public Employees Relations Commission
Official Secret Ballot

FOR CERTAIN EMPLOYEES OF
(**NAME OF PUBLIC EMPLOYER**)

INSTRUCTIONS: 1. MARK AN "X" IN THE SQUARE OF YOUR CHOICE.
2. MAKE NO OTHER MARKS ON THIS BALLOT.
3. DO NOT SIGN THIS BALLOT.

DO YOU WANT TO BE REPRESENTED BY A COLLECTIVE BARGAINING AGENT?

☐

Yes – (*Name of Union / Petitioner*)

☐

No

Inner envelope

IMPORTANT: Your ballot will not be counted unless you sign below.

Signature: _____

Print Name: _____

Eligibility Key No. _____



Place
stamp
Here

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PERC
4708 CAPITAL CIR NW STE 300
TALLAHASSEE FL 32303-9808