



Coastal Florida Police Benevolent Association

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May 22, 2023

To: All civilian PBA members
From: Mike Scudiero, Executive Director
Re: Florida Law change affecting civilian unions

By now some of you may be aware the Florida Legislature passed a bill in the 2023 session that will greatly affect the ability of non-sworn police officers and firefighters to join and remain in a union. While this law is scheduled to take effect July 1, 2023, it is being challenged in court and the result of that challenge could take on many different forms, from striking the law down entirely, to upholding it entirely, or some other outcome in between. Should it be upheld as legal and constitutional (or not be put on hold pending the legal challenges – which could take years), a number of new restrictions for non-sworn unions would take effect in 39 days.

The biggest and most notable change as it relates to you as a member, is that any union which does not have 60% of eligible members paying dues will be decertified, meaning you would no longer have a bargaining agreement for pay, discipline, etc. A second notable change, should the courts not step in, is that dues will no longer be deducted from pay checks, meaning you will have to make arrangements to pay directly each month (bank draft, credit card or monthly invoice). There are other changes as well, things that will have more impact on the staff of the CFPBA than you the member. But those two significant changes outlined above will cause us to change the way we recruit and retain members. In short, without a judge placing this law on hold or striking it down altogether, your membership after July 1 will require you to pay monthly, and also require that at least 60% of your eligible co-workers also join and pay dues individually.

Rest assured, this is not how we wish to see this play out, and Florida PBA attorneys are aggressively working on this issue in hopes of finding a scenario that avoids the potential nuclear ending that would abolish your union. Having said that, General Counsel Greg Forhan has implored our non-sworn members and their eligible colleagues in both the Brevard Sheriff's Office and Flagler Sheriff's Office to fill out the enclosed membership application, which complies with the law taking effect July 1. Also note the need to fill out a credit card or bank draft authorization. While we still maintain hope that this will all be unnecessary, we cannot sit around while the courts hear the challenges to this new law, and merely hope for the best.

Our staff and I greatly enjoy representing you in your capacity at the Sheriff's Office and value your membership. Should you have any questions whatsoever, please reach out to me, Greg, or your local membership representative at anytime, as we are here to help you work through this and committed to serving you.

Best regards,

Mike Scudiero, Executive Director,
Coastal Florida Police Benevolent Association