

PBA Proposal

PBA Contracts in Legislative Format and Article Numbering System for easier reference and clarity.

OCSO Response

Initial resistance, now reconsidering, undecided at this time.

PBA Proposal

Digitally record all negotiations for accuracy and recall.

OCSO Response

Initial strong resistance, however now they also digitally record the negotiations.

PBA Proposal

One PBA Master Contract for deputies and supervisors (the deputies and supervisors must ratify the contracts separately).

OCSO Response

Tentative agreement, with conditions that this agreement can be withdrawn at any time by either party.

PBA Proposal

Due to past and present negotiation delays from the OCSO, only a few PBA proposals presented to OCSO instead of giving all of the contract at once.

OCSO Response

Strong resistance, demands for the whole contract proposal. **NOTE:** Ironically, OCSO is behind in even giving counter proposals on key issues involving grievance, discipline/internal investigations, layoffs and recall which further supports PBA's position to give OCSO only a few proposals at a time.

PBA Proposal

PBA proposed positive changes to the Discipline Dispute Resolution Process (DDRP) and to incorporate the DDRP into the contract via Article 6 – Grievance Process.

OCSO Response

Very strong resistance, minimal changes made to the DDRP, OCSO believes they have fulfilled impact bargaining requirements and are forcing the DDRP into policy (despite PBA's strong objections!) **NOTE:** The OCSO had approximately 19 months to establish a policy on the DDRP but now they want to rush it into policy to avoid having the DDRP in the PBA contract.

PBA Proposal

Placing “discipline” into contract Article 6 – Grievance Process to provide a more fair and balanced process that we now lack under OCSO policy.

OCSO Response

Strong resistance, this will be one of the toughest issues to negotiate.

PBA Proposal

PBA proposed a “release” status for PBA leaders doing business for you and your family's best interests.

OCSO Response

Strong resistance, they do not want to even pay for your CNC members to negotiate on your behalf (with “your” donated PBA pool hours). **NOTE:** Meanwhile, much more highly paid command staff are on the other side of the bargaining table being paid with taxpayer money!

PBA Proposal

PBA will provide the OCSO with our economic proposals prior to May 13, 2009. We are well aware of the tough economic times and how it could negatively affect our economic proposals.

OCSO Response

OCSO anxiously awaits our economic proposals, they have already expressed “financial doom and gloom” that is seemingly a national trend amongst negotiations.

In summary, of all the contract articles submitted and/or negotiated so far, the only article tentatively agreed to is Article 2 – Gender Reference. This appears to be the most difficult negotiation session with regards to the OCSO deputy and supervisor bargaining units. Unfortunately, several of the most important articles that were not agreed to by the OCSO are the same articles that Sheriff Jerry Demings agreed to during the PBA political screening process.