



FLORIDA STATE FRATERNAL ORDER OF POLICE

FLORIDA STATE LODGE

You can take control of your future and protect it. Organizing with the Florida State FOP has proven successful at hundreds of agencies statewide, for 26k FL members, and for 365k members nationally (FOP is the largest police union in the nation).

Generally, the PERC process is to collect interest cards from prospective members and file those with PERC, during a contract expiration year (or anytime if there is NO collective bargaining agreement such as the St. Johns County SO). The minimum number of cards to file is 30% of the total number of budgeted positions in the proposed bargaining unit (including vacancies). The interest cards are kept confidential.

Once filed, PERC will first determine if the case is proper and will issue a notice of “Sufficiency,” which allows the case to proceed. Once our petition is deemed sufficient, some legal “jousting” commences wherein all of the involved parties to the case (ie FOP, Employer, etc) advocate their respective positions to PERC. This phase includes hearings, conferences and stipulations. It can be speedy if all of the parties agree and have no objections. However, it can take longer when there is disagreement or objections and PERC issues additional orders to confer and provide additional briefs, motions, or a joint agreement (called a Joint Stipulation(s)). The Florida FOP handles the entire PERC process.

Usually, once you have an agreement with the other parties and file that in the form of a Joint Stipulation, PERC quickly finalizes the process and orders an election. However, there are cases that are more complex and prompt PERC to issue additional orders for more information before proceeding to an election. That can extend the case timeline by weeks or even months. However, the case ultimately concludes with an election conducted by **secret ballot.**

Once the order for an election is issued, we will negotiate as to the format of the elections itself (on-site live vs mail-in ballot). Both methods have proved successful and are absolutely secret. **Nobody will ever know how you personally voted.**

It is important that everyone votes, as your future with St. Johns County SO can be protected and greatly enhanced. **Agencies represented statewide by the FOP have higher salaries, better working conditions, and rights and benefits that other non-union agencies simply do not have.** We want to encourage everyone to have your voices heard (secretly or otherwise) by voting for your future. Join the over 26 thousand Florida FOP brothers and sisters that chose to #RiseToBeFOP. We will stand with you and ensure a brighter future for the men and women of the St. Johns County Sheriff's Office.

Fraternally,
Mike Tucker, Chief of Staff
FL State Fraternal Order of Police

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