



STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION

Kerey Carpenter
Chair

Jeff Aaron
Michael Sasso
Commissioners

October 4, 2024

Robert Dodig, Esquire
School District of Lee County
2855 Colonial Boulevard
Fort Myers, FL 33966
RobertDo@leeschools.net

Lois A. Dubay
Support Personnel Association of Lee County
6830 International Center Blvd
Fort Myers, FL 33912
lois.dubay@floridaea.org

RE: **SM-2024-027**
Support Personnel Association of Lee County and Lee County
School District

Dear Parties:

On October 4, 2024, the Commission was notified that collective bargaining negotiations between Support Personnel Association of Lee County and Lee County School District reached impasse and was asked to appoint a special magistrate. (Copy attached) Pursuant to that request, I hereby submit a list of seven special magistrates for your consideration. Biographical summaries of the special magistrates can be viewed on the Commission's website at <http://perc.myflorida.com/Impasse/roster.aspx>. Each party shall strike three names from the list. A recommended method of accomplishing this is to have the parties alternately strike names, beginning with the party declaring impasse or utilizing any other agreed upon method of deciding which party will strike first. The last name remaining on the list shall be appointed special magistrate. This name must be communicated to the Commission in writing **no later than October 24, 2024**. See Fla. Admin. Code R. 60CC-3.004(3)(a). Also, many special magistrates prefer to communicate with the parties on certain matters by email to expedite messages. Please provide me with your email address if you approve of being contacted in this manner.

If the parties are unable to agree on a method of commencing the alternate striking, each party shall strike three names from their copy of the list and communicate its choices to the Commission in writing **no later than October 24, 2024**. See Fla. Admin. Code R. 60CC-3.004(4). Should there be more than one name remaining after each party strikes, the Commission shall immediately appoint one of the remaining names as Special Magistrate. If either party fails to timely notify the Commission of the names it has stricken from the list, the Commission shall appoint one of the names remaining on the list of the other party.

As an alternative to the above procedure for selecting a Special Magistrate, Florida Administrative Code Rule 60CC-3.004(2) provides that the parties may furnish the Chairman with the name of a special magistrate upon which they have agreed. If the Chairman finds that the person selected is qualified, pursuant to Florida Administrative Code Rule 60CC-3.003, that person will be appointed regardless of whether his or her name appears of the list furnished.

Parties are expected to come to the special magistrate hearing fully prepared. Lack of preparation will increase the number of days required for hearing as well as the Special Magistrate's study time, resulting in greater expense to the parties.

Refer to Florida Administrative Code Rules Chapter 60CC-3.003 – 3.008 for procedures relating to Special Magistrates. The applicable statutory provisions are sections 447.403 through 447.409, Florida Statutes (2024). The statutory and administrative rule provisions are located on the Commission's website at <http://perc.myflorida.com/Impasse/Impasse.aspx>.

Sincerely,



Jennifer Okwabi, Coordinator
Mediation and Impasse Resolution
Jennifer.Okwabi@perc.myflorida.com

Enclosure

SPECIAL MAGISTRATE PANEL:

Reynolds W. Allen
Jeanne Charles
Charles W. Kohler
Leslie W. Langbein
Christopher M. Shulman
Jared D. Simmer
Michael G. Whelan

NOTE: Biographical summaries of the special magistrates can be viewed on the Commission's website at <http://perc.myflorida.com/Impasse/roster.aspx>.

Dubay, Lois

From: Dubay, Lois
Sent: Wednesday, October 2, 2024 8:16 PM
To: Dodig, Robert; larussi, Ronald; kennethas@leeschools.net; samueljf@leeschools.net
Cc: Williams, Arlease; Fazzone, Kerr
Subject: SPALC Bargaining Team Declares Impasse

I am writing to formally notify the district that the SPALC (Support Personnel Association of Lee County) bargaining team has declared an impasse during tonight's negotiations.

After careful consideration, we believe that the support employees deserve better, and it was the right decision to declare an impasse at this stage.

We look forward to the next steps in this process and hope to continue working together toward a solution.

Thank you for your attention to this matter.

Lois Dubay, SPALC Chief Negotiator &
Service Unit Director
Island Coast-FEA
6830 International Center Blvd.
Fort Myers, FL 33912
239-900-1085

RECEIVED
2024 OCT -4 PM 3:28
STATE OF FLORIDA
PUBLIC EMPLOYEES
RELATIONS COMMISSION

**Chief Negotiator Robert Dodig, Esq.
Assistant School Board Attorney Lee County**

239-337-8512

Robertdo@leeschools.net

Chief Negotiator, Lois Dubay

Support Personnel Association of Lee County

239-900-1085

Lois.Dubay@Floridaeea.org

Facsimile

Note:

Hi Jennifer,
Here is the the email that was sent regarding declaring an impasse with
the Lee County School District.
Thank you!

RECEIVED
2024 OCT -4 PM 3:28
STATE OF FLORIDA
PUBLIC EMPLOYEES
RELATIONS COMMISSION

To:

From: Lois DuBay

Phone:

Phone: (850) 201-2800 * 51085

Fax: (850) 488-9704

Fax: 18502012800

Date: 10/04/2024

Pages: 3