



February 24, 2026

Kelly M. Fernandez  
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**RE: March 10, 2026 impasse hearing before the City Council.**

Dear Ms. Fernandez,

I am in receipt of your correspondence regarding the procedures established for the March 10, 2026 impasse hearing before the City Council.

As you are aware, the parties are proceeding pursuant to Chapter 447, Florida Statutes, which governs collective bargaining for public employees in the State of Florida. Under Chapter 447, once the parties reach impasse in negotiations—including impact bargaining arising from the exercise of management rights—the dispute is to be resolved by the legislative body following the statutory impasse procedures. The statute does not establish specific timelines for the submission of written materials or exhibits to the legislative body, nor does it limit a party's ability to present relevant evidence and argument in support of its position.

At this time, the Union is still evaluating the full scope of the materials and exhibits it intends to present at the impasse hearing. I have attached several studies and surveys conducted over the years that are relevant to the issues in dispute. However, because preparation is ongoing, the Union cannot definitively identify all documents, exhibits, or demonstrative materials that may be relied upon at the hearing.

The Union remains committed to an orderly and fair process and is willing to confer regarding reasonable procedures that are consistent with Chapter 447 and do not impair its statutory rights in the impact bargaining impasse process. We look forward to working cooperatively to ensure that the Council receives a complete and thorough presentation of the issues necessary to resolve the impasse.

Sincerely

Lisa Burke, Representative  
Cell Phone (863) 348-7830

CC: Mark Levitt, Attorney at Law  
Dan Tucci, President