



PERSSON, COHEN, MOONEY, FERNANDEZ & JACKSON, P.A.
ATTORNEYS AND COUNSELORS AT LAW

David P. Persson**
Andrew H. Cohen
Kelly M. Fernandez*
Maggie D. Mooney*
R. David Jackson*
Daniel P. Lewis
Amy T. Farrington
Karla M. Armstrong

* Board Certified City, County and Local Government Law
** Retired

Telephone (941) 306-4730
Facsimile (941) 306-4832
Email: kfernandez@flgovlaw.com

Reply to: Venice

February 11, 2026

VIA EMAIL TO:

Lisa Burke at lburke@afscme-fl.org
Mark Levitt at mlevitt@fordharrison.com

RE: Impasse Hearing Procedures on AFSCME Impact Bargaining

Dear Ms. Burke and Mr. Levitt:

The City of Venice exercised its management rights to make shift schedule changes for certain employees in the AFSCME bargaining unit. The Union exercised its right to request impact bargaining over the exercise of this management right. After engaging in good faith negotiations, the parties were unable to reach an agreement and the Union declared an impasse. Pursuant to Florida Statute Chapter 447, the parties agreed to bypass the special magistrate process and submit the issues directly to the City Council for resolving the impasse in negotiations.

The City Council of the City of Venice has scheduled the public hearing for the purpose of resolving the impasse for March 10, 2026, during its regular meeting. The meeting commences at 9:00 a.m. in City Hall Council Chambers at 401 W. Venice Avenue, Venice, Florida. No time certain will be set for the hearing on the meeting agenda.

In order to provide for a fair and efficient hearing to both parties, the following procedures will be used:

1. Any written materials or presentations that the Union wishes to provide to the City Council prior to or at the hearing must be submitted to the City Clerk at least 14 days before the hearing.

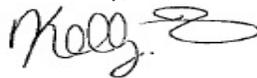
Lakewood Ranch
6853 Energy Court
Lakewood Ranch, Florida 34240

Venice
236 Pedro Street
Venice, Florida 34285

2. Any written materials or presentations that the City Administration wishes to provide to the City Council prior to or at the hearing must be submitted to the City Clerk at least 7 days before the hearing.
3. At the hearing, the following procedures will be followed:
 - a. I, as City Attorney, will provide a brief introduction to explain the reason for the hearing and the procedures that will be followed.
 - b. Public comment will be allowed following the City's standard procedures.
 - c. The Union shall have 10 minutes to address the Council and present its arguments. The Union shall proceed first since it declared the impasse.
 - d. The City Administration shall have 10 minutes to address the Council and present its arguments.
4. The Council will then follow its normal decision-making procedures, i.e. motion, second, discussion, and voting.

If anyone has any questions regarding this matter, please direct them to me.

Sincerely,

A handwritten signature in black ink, appearing to read "Kelly M. Fernandez", with a stylized flourish at the end.

Kelly M. Fernandez