



BARGAINING TRENDS & OUTLOOK 2016-2017

VAN KEATING, ESQ., DIRECTOR OF MANAGEMENT SERVICES, OSBA
WOODIE GOODNIGHT, SENIOR LABOR CONSULTANT, HUFFMASTER

BRINGING the BEST of our TEAMS to NEGOTIATIONS

VAN KEATING, ESQ., DIRECTOR OF MANAGEMENT SERVICES, OSBA
CAROLYN BROMMER, FMCS REGIONAL DIRECTOR



What's happened in 2016:

- Salary
- Insurance
- Strike Activity



Public sector wage settlements in 2014/2015

School district:	1.52%	1.93%
------------------	-------	-------

Teacher:	1.56%	1.93%
----------	-------	-------



Wage settlements by unit type...2014/2015

Police:	2.03%	2.22%
---------	-------	-------

Fire:	1.86%	1.93%
-------	-------	-------

Other:	1.69%	1.94%
--------	-------	-------



Wage settlements by region ...2014/2015

Akron/Canton:	1.76%	1.89%
Cincinnati:	1.68%	2.05%
Cleveland:	1.49%	1.99%
Columbus:	1.88%	2.19%
Dayton:	1.97%	2.24%
Southeast Ohio:	1.95%	2.07%
Toledo:	1.83%	1.87%
Warren/Youngstown:	1.70%	1.82%



School district strikes in 2016

- One filed w/SERB to date
- Louisville City School District (Stark)
- 399 total strikes since 1978



Health Care Trends

Plan designs used by school district/ESCs:

Traditional	.2%
PPO	68.3%
POS	.6%
HMO	1.7%
EPO	1.3%
HDHP (no HSA)	13.8%
HDHP (w/HSA)	14.1%

Self-funded plan types (including all designs) 88.3%



Average school district monthly medical & prescription drug plan premiums/funding levels

Average Monthly Premium:	\$579/single \$1,474/family
--------------------------	--------------------------------

Average Monthly Contribution:	\$76/single \$208/family
-------------------------------	-----------------------------

Average Percentage:	12.9%/single 13.8%/family
---------------------	------------------------------



Ohio averages

- State of Ohio employees contribute and average of 15.8% towards family premiums. Colleges/Universities employees contribute 15.5% and statewide average employee contribution rate is 13.2% towards family premiums.



Opt-out payments

45.4% of districts offer opt-out incentives to employees who waive coverage, which is approximately 16% more than in 2014.

- Average single coverage opt-out: \$1601
- Average family coverage opt-out: \$2243



Other school district trends . . .

- 56.9% have conducted dependent eligibility audits within past 3 years, down .9%, but still the highest in all jurisdictions
- 79.8% participate in health insurance purchasing consortiums (highest in all jurisdictions)
- 63.9% offer wellness programs (+2%)
- 50.2% have some type of spousal restriction (the 2nd highest percentage of all jurisdictions)



Public sector generally

Average monthly premiums (medical and prescription):

\$579 single coverage

\$1528 family coverage

One year increase in premiums (medical and prescription):

1.6% for single coverage

2.3% for family coverage



Public sector generally

- Average annual total cost per employee for medical, prescription, dental and vision coverage is \$13,928
- For 2016, only 11.6% of single and 9.4% of family premiums were 100% employer paid
- For 2016, only 5.9% of plans do not require employees to pay a deductible or co-insurance for medical coverage



Data Sources

- Wage settlement data is based on SERB's *2016 Annual Wage Settlement Report*
- Health care data is based on SERB's *2016 Annual Report on the Cost of Health Insurance in Ohio's Public Sector* (Data is representative of medical insurance plans in effect on January 1, 2016)
- <http://www.serb.state.oh.us/index.html>



Contact information

Van D. Keating

614-540-4000 ext. 241

Woodie Goodnight

330-281-9341



Thank you!



Like us on
Facebook

Ohio School Boards Association

follow us on
twitter

@OHSchoolboards

Visit our website at:
www.ohioschoolboards.org

Bringing the Best of our Teams to Negotiations

Presented by
Van Keating, OSBA General Counsel
Carolyn Brommer, FMCS Regional
Director

Agenda

- What works day to day in your districts
- Why are negotiations different
- Maintaining day to day functionality in negotiations



We have solid, working, effective teams in our District . . .

WORKING DAY TO DAY

Day to Day, in our District, we have teams that are:



**Highly
Effective**

**Somewhat
Effective**

**Barely
Getting By**

Looking at the highly effective teams, we see:

- Focus on where the team is going (single issue)
- Regular informal communication
- Comfortable & casual
- Individuals acting as experts/resources



Looking at the highly effective teams, we see:

- Shared leadership
- Time-bound
- RESPECT
- Anything else?



And everything changes!

**AND THEN WE COME TO
NEGOTIATIONS . . .**

Do negotiations feel more like this?



What makes negotiations different?

- Multiple issues
- Multiple stakeholders with vested interests
- Sense of time element may be lacking
- Legal “constraints”
- Formal “Advocates”
present





Does it have to be this way?

How can we bring our best team practices into the bargaining process?



And make bargaining more productive?



Using what works every day in our District

BRINGING OUR BEST TEAM PRACTICES TO BARGAINING

Best Team Practices

Caveat:

You can only work on your *OWN* Team



Best Team Practices

Team Members

- Excellent communication skills
- *Respectful*
- *Respected*
- Can make decisions
- If BOE member on team, should be someone who represents BOE majority



Best Team Practices

Advocate/Chief Spokesperson

- His/her Identity can send HUGE message
- Trusts the team
- Can work with/help the team (not hinder)
- Can support district & team philosophy



Best Team Practices

Preliminary Conversations

- Avoid **Surprise**
- Advocates talk prior to bargaining starting (“high level” on approaches, #/type of issues, timing)
- Consider “meet and greet” of teams



Best Team Practices

Issues & Proposals

- Clearly understand your parameters
- Convey parameters carefully
- Finalize issues/proposals *after* training
- Consider a process that shows how the group is doing



Best Team Practices

Realism in the Process

- Consider times for negotiations (during the day, after school, Saturdays?)
- “Target” a time for ending sessions, with adder “or as long as we are productive”





Get started when you get home . . .

TAKEAWAYS

Takeaways

- If you have genuine Communication & Respect, everything else will work!
- Search for what works right now in your district & emulate it in the bargaining process.
- Advocates & all team members viewed as resources

Takeaways (for Advocates)

- Advocates can guide & “call the question” on making a decision (not dictate)
- Remind that impasse does not get you a contract—make the hard decisions (self-determination, ownership, accomplishment)
- Communication—assign team members to be lead on issues of their expertise
- More questions than statements



Van Keating -- vkeating@ohioschoolboards.org

Carolyn Brommer-- cbrommer@fmcs.gov