

## BARGAINING TRENDS & OUTLOOK 2016-2017

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## BRINGING the BEST of our TEAMS to NEGOTIATIONS

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OSBA leads the way to educational excellence by serving Ohio's public school board members and the diverse districts they represent through superior service, unwavering advocacy and creative solutions.



### 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

\$1,474/family

Prescription drug plan premiums/funding levels

Average Monthly Premium: \$579/single

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

© Property of the Ohio School Boards Association 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.

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### 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 2<sup>nd</sup> 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**

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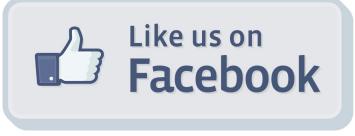
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## Thank you!





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# 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

Caveat:
You can only work on your *OWN* Team



#### **Team Members**

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



#### 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



#### **Preliminary Conversations**

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



#### **Issues & Proposals**

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

#### 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 (selfdetermination, ownership, accomplishment)
- Communication—assign team members to be lead on issues of their expertise
- More questions than statements



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