




# CURRENT TRENDS IN LABOR NEGOTIATIONS

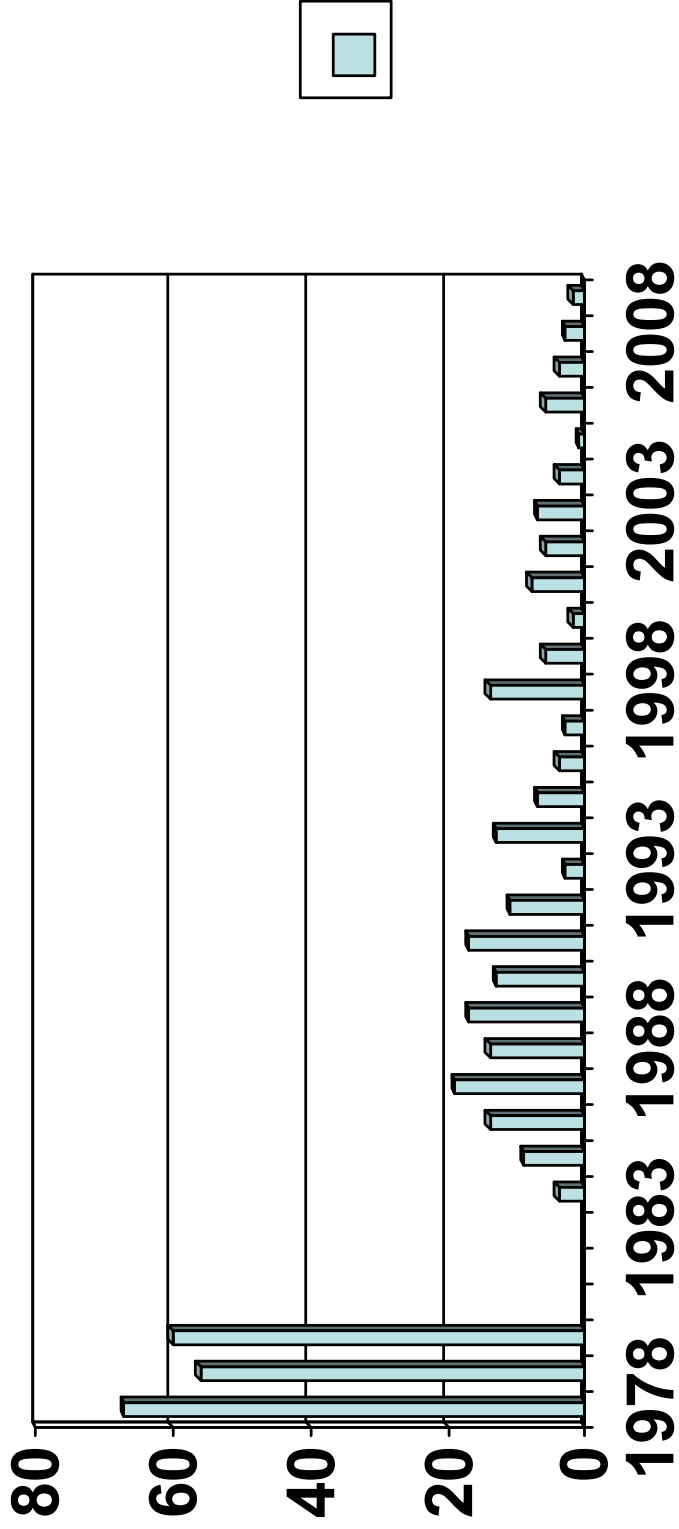
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## THE TIMES, THEY ARE A CHANGIN'

- The downturn in the economy has brought fundamental changes to public sector negotiations.
- For the first time in recent memory, public sector employers have won concessions from its unionized workforces.
- Many unions are settling for rollover contracts with little or no pay increases.

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- Health care is on the table to a far greater extent than ever before.
  - Unions and management has had to deal with the reality of jobs versus raises.
  - Privatization is becoming an option that many public employers are at least willing to consider.

# HISTORICAL RETROSPECTIVE STRIKES



# PUBLIC SECTOR STRIKES BY TYPE

Type	04/01/84-06/30/06		FY 2007	FY 2008	FY 2009	Total
	140	9	4	2	1	147
Education						
City	140	9	4	2	1	147
County	44	0	0	0	0	44
Township	2	0	0	0	0	2
Other	7	0	0	0	1	8
<b>Total</b>	<b>202</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>211</b>	

## FACT FINDING BY EMPLOYEE TYPE

	FY 2008	FY 2009
<b>Police</b>	<b>58</b>	<b>51</b>
<b>Fire</b>	<b>20</b>	<b>18</b>
<b>Teaching</b>	<b>0</b>	<b>4</b>
<b>Nursing</b>	<b>0</b>	<b>0</b>
<b>Other</b>	<b>41</b>	<b>53</b>

# RESULTS OF FACT FINDING

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	FY 2008	FY2009
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**Rejections**

**55**

**57**

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**Acceptances**

**64**

**69**

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# FACT FINDING BY EMPLOYER

	FY 2008	FY2009
Cities	66	72
Counties	26	29
School Districts	2	3
Townships	9	10
Universities	0	4
State Government	0	1
Other	16	7

# 2009 FACT FINDING WITH REPORTS ACCEPTED/REJECTED

<i>Cases with reports accepted</i>			<b>69</b>
Accepted by both parties		<b>24</b>	
Deemed accepted . . .		<b>45</b>	
by employee organization only	<b>11</b>		
by employer only	<b>23</b>		
by both parties	<b>11</b>		
<i>Cases with reports rejected</i>			<b>57</b>
by employee organization only	<b>29</b>		
by employer only	<b>25</b>		
by both parties	<b>3</b>		

Total FY 2009 reports

126

# 2009 NOTICES TO NEGOTIATE

<b>FY 2009 Notices to Negotiate</b>	<b>Statutory</b>	<b>MADs</b>	<b>Total</b>
<b>Initial</b>	<b>67</b>	<b>0</b>	<b>67</b>
<b>Reopener</b>	<b>67</b>	<b>37</b>	<b>104</b>
<b>Successor</b>	<b>818</b>	<b>454</b>	<b>1,272</b>
<b>Total</b>	<b>952</b>	<b>491</b>	<b>1,443</b>

# FILINGS AND APPOINTMENTS

Filings and Appointments	FY 2008	FY 2009
<i>Matters filed</i>		
Notices to Negotiate	1,297	1,443
Impasse Matters Settled/Withdrawn	1,459	1,386
Notices of intent to Strike	9	12
<i>Neutrals appointed</i>		
Mediator Appointments	756	901
Fact-Finder Appointments	358	366
Conciliator Appointments	59	61

# WAGE SETTLEMENTS 1999-2008 BY REGION

Comparison Group	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Statewide</b>	3.66	3.62	3.78	3.59	3.10	2.79	2.72	3.01	2.98	2.92
<b>Regions</b>										
(1) Akron/Canton	3.81	3.50	3.68	3.43	2.87	2.81	2.73	2.85	2.97	2.87
(2) Cincinnati	3.80	3.57	4.21	4.09	3.45	3.47	2.91	3.03	3.32	3.00
(3) Cleveland	3.88	3.61	3.73	3.58	3.33	2.83	2.79	2.99	3.06	2.88
(4) Columbus	3.38	3.72	3.86	3.87	2.96	2.99	2.75	3.13	2.93	3.16
(5) Dayton	3.58	3.63	3.65	3.56	3.31	2.83	2.55	3.11	2.91	3.00
(6) Southeast Ohio	3.03	3.75	3.53	2.92	3.23	2.70	2.83	3.17	2.87	2.84
(7) Toledo	3.60	3.72	3.62	3.39	2.81	2.39	2.56	2.93	2.97	2.71
(8) Warren/Ytown	3.71	3.46	4.22	3.52	3.10	2.25	2.58	3.10	2.68	2.70

# WAGE SETTLEMENT BY JURISDICTION

Comparison group	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Statewide</b>	<b>3.66</b>	<b>3.62</b>	<b>3.78</b>	<b>3.59</b>	<b>3.10</b>	<b>2.79</b>	<b>2.72</b>	<b>3.01</b>	<b>2.98</b>	<b>2.92</b>
<i>Jurisdiction</i>										
<b>City</b>	<b>3.63</b>	<b>3.64</b>	<b>3.78</b>	<b>3.64</b>	<b>3.12</b>	<b>2.99</b>	<b>2.77</b>	<b>3.05</b>	<b>3.19</b>	<b>3.18</b>
<b>County</b>	<b>4.16</b>	<b>3.68</b>	<b>3.65</b>	<b>3.49</b>	<b>2.78</b>	<b>2.60</b>	<b>2.92</b>	<b>3.03</b>	<b>2.98</b>	<b>3.16</b>
<b>Township</b>	<b>4.15</b>	<b>4.28</b>	<b>4.35</b>	<b>4.21</b>	<b>3.70</b>	<b>3.25</b>	<b>3.22</b>	<b>3.26</b>	<b>3.40</b>	<b>3.00</b>
<b>School District</b>	<b>3.22</b>	<b>3.41</b>	<b>3.62</b>	<b>3.54</b>	<b>3.19</b>	<b>2.64</b>	<b>2.47</b>	<b>2.61</b>	<b>2.62</b>	<b>2.52</b>

# WAGE SETTLEMENT BY UNIT TYPE

Comparison group	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Statewide	3.66	3.62	3.78	3.59	3.10	2.79	2.72	3.01	2.98	2.92
<i>Unit Type</i>										
Police	4.25	3.95	3.90	3.86	3.28	2.99	2.98	3.23	3.22	3.23
Fire	3.54	3.84	3.88	3.87	3.45	3.29	2.70	3.00	3.21	3.33
Teacher	3.35	3.41	3.59	3.59	3.13	2.51	2.43	2.62	2.56	2.55
Other	3.31	3.42	3.71	3.35	2.86	2.74	2.72	3.01	2.98	2.82

# CURRENT ISSUES

- Negotiations are becoming increasingly protracted due to several reasons.
- Employers have little to give and in fact are seeking concessions
- The unions have little incentive to agree to a concessionary contract as the current contract is the best contract it will have for the foreseeable future

# CURRENT ISSUES

- Health insurance is a major issue
- Many employers are looking for significant systemic changes in both the level of coverage and the employee contributions
- Many employers are seeking employee contributions both in premium costs and deductibles

## HEALTH INSURANCE COSTS

- According to SERB's 17th Annual Report on Public Sector Health Insurance Costs, the average single premium cost is \$437.98 with the family cost being \$1,148.88.
- Of these costs, statewide, employees are paying 9.1% of the single premium and 10.3% of the family premium
- Interestingly, employees in the Cleveland area contribute the least towards coverage at 7.4% single and 7% family while Columbus area employees pay 10.9% and 13.5% respectively

# BARGAINING TRENDS

- Many employers have adopted the philosophy if not now, when and are seeking both language and wage concessions
- Unions seem to be prolonging negotiations
- A number of unions have faced the issue of raises or jobs. Many have chosen wages with the result being that the less senior employees are being laid off to fund the raises