Bargaining In The Next Biennium

November 13, 2010
OSBA 64th Annual Convention
Portland Marriott, Waterfront
(Columbia Room)

Presented by:
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Agenda

- 2010-11 Bargaining - Where We Have Been
- Looking Ahead to 2011
- Table and Proposal Strategies in Tight Economic Times
- Tips & Tools Going Into Bargaining

Recap of the last year

- Lots of one year settlements / MOA’s
- Rollercoaster funding picture
- Distinction between licensed and classified bargaining agendas
- Survival mode
- Day cuts, freezes and reopeners
- Triggers
2010-11 Trends
- Bargaining started later – almost all after January
- Settlements were either very quick or very lengthy
- Lots of one year "crisis" deals
- "Triggers" were structured to address funding uncertainty – tied to SSF, EFB, Enrollment, etc.
- One time stipends
- Classified more interested in job protection than licensed

Hindsight is 20/20
- Starting later resulted in many unsettled contracts going into the school year
  - Cut days unknown
  - Steps automatically triggered
  - Time to start again by the time settlement was reached

Hindsight is 20/20
- Many of the quick settlements were made with unspoken promises for brighter options in 2011.
- Settlements to address the "crisis," only addressed the tip of the crisis – the worst is yet to come?
- Did not take into account the need to carry forward the same cuts into 2011.
Hindsight is 20/20

Triggers – Did they work?
- Edujobs bill
- ARRA funds
- Point in time
- Totality of circumstances
- One time monies
- Expectations created?

Hindsight is 20/20

- One-time stipends have to be truly "one-time"
- Did we create a sense of entitlement to more money?

Looking Ahead

What has changed?
- Election
- Have results of strategies in the last year
- Hope for relief has been quelled
- 3B shortfall projected
- PERS is in the paper daily
- Reserves, carryovers and other one time funds have been diminished if not depleted
Looking Ahead

What has changed? (cont’d)
- Continued rise in healthcare costs
- The anomaly idea has waned – unions feeling pressure to take a stand
- Staff reductions have been made
- Economic picture in Oregon has worsened
- Reset Committee Recommendations
- No RTTT funds

Looking Ahead

What to Expect at the Table
- Expression of pent up demand and frustration
- Extensive language proposals
- Proposals to get back what was lost
- Focus on hedging against potential legislative changes
- OSEA (classified) fighting day cuts

Preparation Strategies
- Don’t wait for the legislature to get to the bargaining table
- Prepare for the longer term
- Do not expect a repeat of last year
- Look at areas where flexibility may be needed (PERS, work year, hours, layoff)
Preparation Strategies

- Are there opportunities to be explored in light of the economic times?
- What has the district been avoiding?
- What are the impacts of staying the course?
- What would you include if you knew you were going to have to implement?

Proposal Strategies

- May consider two "options" for the union to consider to signal your priorities.
- Do not shy away from language because of economic times.
- Place a price tag on language.
- Identify the board goal that is supported by each point of proposal.
- Will it actually make them any more angry?

At the Table Strategies

- Do not allow the conversation to be framed around respect.
- Come to the table with an agenda.
- Present and prepare data to share:
  - Impacts of alternatives.
  - Actual costs of proposals.
  - District funding trends.
At the Table Strategies

- Focus the conversation on kids
- How does this approach benefit students and the community?
- Ask to define problem and seek proposed solutions
- What is the cost of the proposal and from where would the district get the funds?

Tips & Tools

- Take a more proactive approach – develop an agenda and goals.
- Don’t forget to look at creative options being considered and evaluate against current contract – prep time, schedules, etc.

Tips & Tools

- Communicate, communicate, communicate!
  - All staff, media, board and community
  - Don’t wait for the legislative budget
  - Consider how potential legislative changes may affect your contract going forward – PERS, subcontracting, healthcare, etc.
  - Don’t assume they have the background, knowledge, or data
Questions

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