

A background photograph showing three people in a professional setting. On the left, a woman with dark hair is smiling. In the center, an older woman with grey hair is smiling and looking towards the camera. On the right, a man with dark hair is seen from the back, looking towards the other two. They appear to be in a meeting or collaborative work environment.

COLLECTIVE BARGAINING IN 2022

IASPA Annual Conference ■ January 21, 2022

Presented by: Cindi DeCola ■

HODGES | LOIZZI

Eisenhammer Rodick & Kohn



MAJOR DISRUPTORS

- COVID-19
- Economy
- United States Job Market



WHAT'S YOUR BARGAINING MINDSET?

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IMPACT OF COVID-19 ON BARGAINING PROCESS

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STAFF SHORTAGES

- Teachers
 - General/Hard-to-fill
- Support Staff
 - Bus Drivers
- Substitutes



FACTORS CONTRIBUTING TO STAFF SHORTAGES

- Fewer people entering/staying in profession
- Upheaval in Job Market
- New views about the conditions of employment
- Competition – new and existing
- More absences



ADDRESSING STAFF SHORTAGES

- What can you do better without having to bargain?
Lessons from “COVID-19”
- Develop a better contingent workforce
- Take less for granted
- Provide intangible benefits
- Think about your marketing story



WHO/WHAT IS YOUR COMPETITION AND WHAT ARE THEY DOING DIFFERENTLY (OR BETTER)?

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ATTRACTING/RETAINING – MONETARY INCENTIVES

- Referral Bonuses
- Retention Bonuses
- Incentives for ~~Hard~~ Nearly Impossible-to-Fill
- Pay for additional credentials
- Other creative ideas



SHOW ME THE ~~MONEY~~ TIME OFF AND A FLEXIBLE WORK SCHEDULE



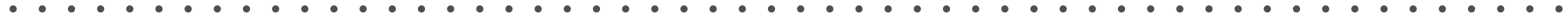


LEAVES/WORK SCHEDULES

- Sick Leave
- Personal Leave
- Long Term Leave
- Flexible Time Off
- Part-Time/Job-Sharing
- Length of Workday



OF COURSE, MONEY STILL MATTERS!





COMPENSATION

- Pressures from:
 - Minimum wage laws
 - Competition
 - Above “average” consumer price index
- Challenges caused by:
 - Existing pay structures (the schedule)
- Settlements in 2022



INTERNAL SUBSTITUTION – A PINCH POINT

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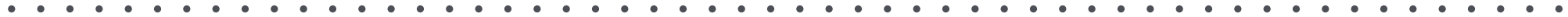


INSURANCE





RETIREMENT



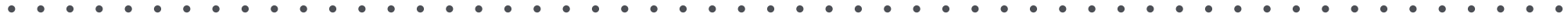


CONSIDERING RETIREMENT

- Existing retirement incentives
- TRS Supplemental Plan
- 403(b)/457 contributions
- Tier II

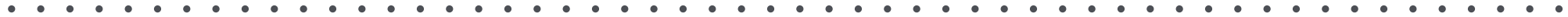


TUITION REIMBURSEMENT





“NEW” UNION CONCERNS





NEW EMPHASIS FROM THE UNIONS ON:

- ADA Protections
- Safe/Healthy Working Conditions



UNIQUE TO COVID-19?

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NEW MATTERS

- Individual Building Closures
- Pay/reimbursement for testing, vaccination clinics, etc.



KEEP IT IN PERSPECTIVE





MANY THANKS!!

Cindi DeCola ▪ cdecola@hlerk.com

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*This is intended solely to provide information to the school community.
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HODGES LOIZZI
Eisenhammer Rodick & Kohn

www.hlerk.com



@hodgesloizzi