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Successful Bargaining Strategies Amidst Dwindling Education Funding

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Understand Bargaining History



Chapter 1

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Gather Financial Information

- Review wage settlements for the past three years.
- Conduct a wage comparison with surrounding counties. (Don't wait for impasse.)
- Have you focused on one group and ignored another group?



Gather Financial Information



- Since TSLA, how much compression have you created?
- Since \$15/hr minimum wage, how much compression have you created?
- Anticipate union's expectations.

Comprehend Board Finances



Chapter 2

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Prepare a Financial Roadmap.

- Work closely with the CFO.
- Know District's financial highlights from Auditor's Financial Report.
- Prepare a "Financial State of the Union" presentation to the Board to educate them **before** you begin to bargain.



How to Use Financial Information

- Get enough authority from the Board to avoid impasse and address critical needs.
- Educate union's team as to what funds are actually available.
 - ESSER II
 - ARP v. General Fund and Grants
- Explain the difference between recurring and one-time bonuses.
 - One-time longevity supplement

Appreciate Pressures Facing Union



Chapter 3

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Impact of New Legislation



- Payment of union dues
- New 60% membership rule
- Financial reporting
- What is the impact of inflation on union members?

Don't Gloat

- Union members are your employees.
- Relationships matter.



Learn to Bargain “Live” on Facebook



Chapter 4

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Bargaining Meetings



- These are public meetings which must be noticed.
- Minutes must be taken.
- You can bargain via Facebook Live.
- Recording is permissible.

Bargaining Meetings

- Let detailed written proposals do the talking.
- Less is more when bargaining on Facebook Live.
 - Caucus and script an answer.



Communicate the Status of Bargaining to Your Employees



Chapter 5

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Districts Are Losing This Battle

- Communicate with employees first; don't allow the union to shape the message.
- Issue a statement to employees with district proposals attached.
- Correct false or misleading union statements to employees or messages on social media in a timely fashion.
- Create factual summaries of bargaining sessions to allow employees to understand what is on the table.
- Check contract language regarding union's use of district email.

Recent Article

School voucher expansions will 'fundamentally change public schools'

- In March, Florida became the latest state to dramatically broaden access to public money for private schooling.
- Gov. Ron DeSantis signed legislation making vouchers, worth about \$8,500 each, eventually available to all K-12 students, regardless of family income or whether a child has ever attended public school.

Recent Article

- The vouchers would also be available to home-schooled students, and the funds could be used to pay for expenses beyond tuition.
- "Over the past three years, the percentage of state-formula funding redirected from public to private education has risen from 3% to 10%," says Norín Dollard, senior policy analyst and KIDS COUNT director at the Florida Policy Institute, a nonpartisan research and policy organization.
- Next year, that could reach 30%, or \$4bn, according to calculations by Dollard and Mary McKillip of the Education Law Center.

Bargaining Principle 101



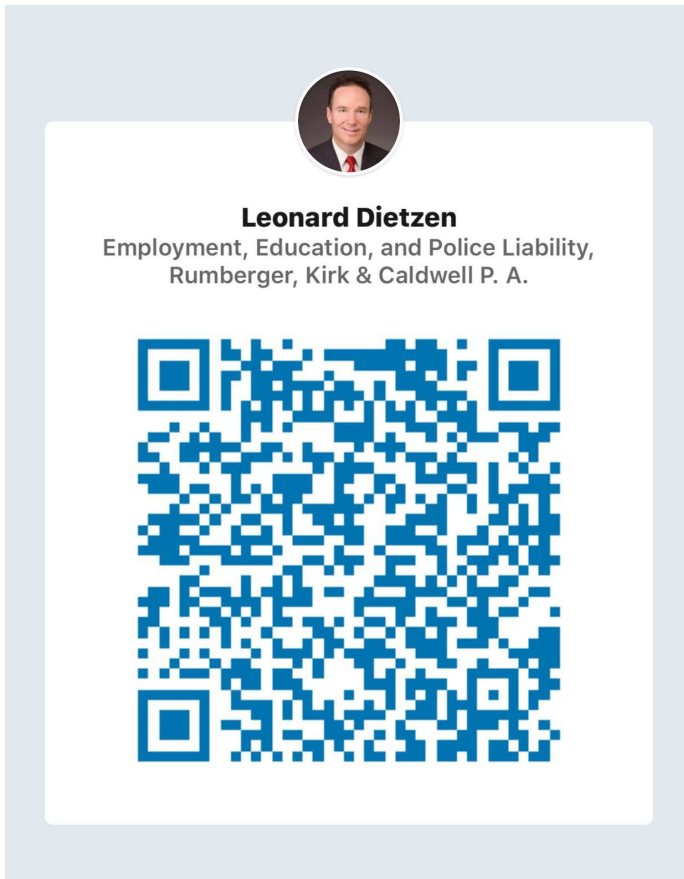
There are **only** two things employees do not like:

- Change;
- The way things are.


Disclaimer

The information provided during this presentation is not intended for legal advice. The presentation, and any handouts which may accompany it, provide general information on this topic and answers to common questions about this issue. Please consult an attorney to assure that this information, and your interpretation of it, is appropriate to your particular situation.

Thank you!



Leonard Dietzen
Employment, Education, and Police Liability,
Rumberger, Kirk & Caldwell P. A.



Leonard J. Dietzen, III, Esquire
Rumberger, Kirk & Caldwell, P.A.

P.O. Box 10507

Tallahassee, FL 32302-2507

(850) 222-6550

ldietzen@rumberger.com