



Ohio Legislative Service Commission

Nick Thomas

Fiscal Note & Local Impact Statement

Bill: [H.B. 365 of the 128th G.A.](#) **Date:** June 2, 2010
Status: As Reported by House Commerce & Labor **Sponsor:** Rep. Chandler

Local Impact Statement Procedure Required: No — Minimal cost

Contents: Removes collective bargaining exemptions for specified employees

State Fiscal Highlights

- The 62 institutions of higher education in the state employ approximately 33,500 part-time employees that would be allowed to bargain collectively under the bill. The fiscal effect of the bill on payroll costs for these institutions will depend on the terms negotiated in the collective bargaining process.

Local Fiscal Highlights

- No direct fiscal effect on political subdivisions.

Detailed Fiscal Analysis

The bill makes changes to current collective bargaining laws to allow specified part-time employees of institutions of higher education to bargain collectively. Depending on the scope of changes negotiated during the collective bargaining process, the bill could affect employee pay as well as the benefits they receive. There could also be some added costs related to negotiating employment contracts, depending on the terms of those agreements.

The bill will affect the 62 institutions of higher education in Ohio, including university branch campuses. As of this writing, these institutions employed a total of 107,073 individuals. It is estimated that 33,468 (31.3%) of these employees would gain the ability to bargain collectively under the bill. The table below provides the average salary for staff and faculty members according to position in FY 2006, the last year for which these data were available. Among the titles listed, the bill would presumably have the greatest effect on the pay among instructors, lecturers, and others who are more likely to work on a part-time basis. However, as noted above, the collective bargaining process involves items other than pay, such as employee benefits and work rules. As a result, the fiscal effect of allowing part-time faculty, graduate assistants or associates, interns, residents, and so forth who work at public institutions to bargain collectively depends on the negotiated terms.

Average Faculty Salary by Rank, FY 2006				
Title	University	Community College	State Community College	Technical College
Professor	\$96,654	\$79,289	\$63,583	\$52,256
Associate Professor	\$67,170	\$66,831	\$50,464	\$49,871
Assistant Professor	\$55,032	\$57,567	\$46,155	\$44,928
Instructor	\$40,353	\$45,802	\$47,907	\$40,122
Lecturer	\$41,506	\$38,482	n/a	n/a
Other	\$46,091	\$39,156	\$50,837	\$38,373