



# Ohio Legislative Service Commission

Nick Thomas

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## Fiscal Note & Local Impact Statement

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**Bill:** [H.B. 365 of the 128th G.A.](#) **Date:** January 11, 2010  
**Status:** As Introduced **Sponsor:** Rep. Chandler

**Local Impact Statement Procedure Required:** No — Minimal cost

**Contents:** Removes collective bargaining exemptions for specified employees

### State Fiscal Highlights

- The bill would likely increase personnel costs for the state's 62 institutions of higher education, attributable to expanded collective bargaining rights. Roughly 33,500 of the state's 107,000 higher education employees would be affected by the bill.
- The bill could increase personnel costs for state agencies that employ student interns. Throughout FY 2009, the state employed 768 interns at a payroll cost of \$4.6 million.

### Local Fiscal Highlights

- The bill would also affect political subdivisions that employ student interns, although the current number of such employees is unknown.

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## Detailed Fiscal Analysis

### Overview

The bill makes changes to current collective bargaining laws to allow specified part-time employees of institutions of higher education and student interns employed by the state and political subdivisions to bargain collectively. Because this would include part-time faculty members, graduate assistants, and certain student employees, the bill would have the most impact on state institutions of higher education. However, state agencies or local governments that employ student interns would also be affected. As public employees with collective bargaining rights generally receive greater compensation packages, the bill could increase payroll-related costs for these entities. There could also be some added costs related to negotiating employment contracts, depending on the terms of those agreements.

### Institutions of higher education

As part-time faculty members and graduate assistants almost exclusively work for colleges and universities, the bill would have the most impact on institutions of higher education. There are 62 institutions of higher education in Ohio, including university branch campuses. As of November 2008, the most recent date for which this information is available, 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 total annual payroll of these employees is not centrally reported and is therefore not readily available. However, the table below provides the average salary for staff and faculty members according to position. Among the titles listed, the bill would presumably have the greatest effect among instructors, lecturers, and others who are more likely to work on a part-time basis.

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

### State agencies and political subdivisions

The bill would also remove the exemption from collective bargaining laws for student interns working for state government and political subdivisions. During FY 2009, the total number of interns working for all state agencies was 768; the total

payroll costs related to these employees during this period was approximately \$4.6 million. Due to the relatively small number of interns employed by the state, and the fact that interns do not receive fringe benefits, any impact on state agencies associated with the bill's expanded collective bargaining rights is expected to be relatively small. Although the bill might also increase payroll costs for political subdivisions, the number of student interns employed by local government is uncertain.

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