

# The 50 Year History of Collective Bargaining at Hofstra University

# Panel Participants

Herman Berliner

Peter Daniel

Bernard Firestone

Estelle Gellman

Elisabeth Ploran

Liora Schmelkin

# The Beginning

Herman Berliner and Estelle Gellman

- Establishing the Union
- Who wasn't included?
- The First Contract
- Almost Bankrupt
- The 1988 Strike
- Lessons Learned and Moving Forward

# Trends in Compensation and Fringe (1973-2021)

Peter Daniel

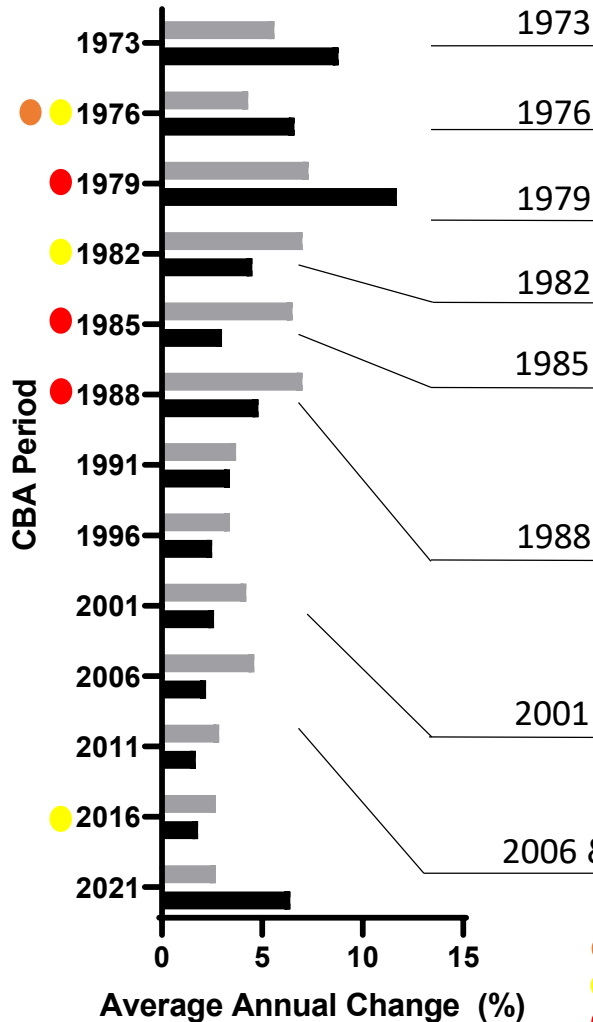
# Major Trends

- Compensation has generally kept pace with or exceeded inflation
- Controlling health care costs becomes major negotiating point in 1990's forward
- Shift from mandatory retirement to incentivizing early retirement
- Faculty and University collaborate to increase equity in compensation and inclusivity of benefits

# Compensation

■ Average Salary Increase

■ Average US CPI



## Additional Compensation

• 0.5% per year with satisfactory evaluation + merit bonuses

• additional increase based on University increased revenue

• Up to 2% based on CPI or University revenue

• \$1025 base salary adjustment during 1st year

• 1985 – additional amount added to base dependent on years of service

• 1986 - \$500 added to base for all continuing FT faculty

• \$1025 base salary adjustment during 1st year

• Promotional increases for Associate and Full Professor (to present contract)

• Full Professors: every 5 years eligible for incentive added to base pay (to present contract)

• 2006&2011: Flat increases totaling \$1500 over contract period

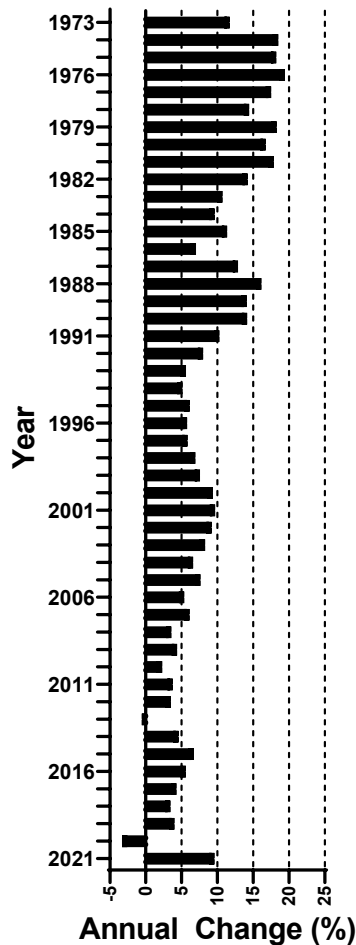
● \$1.5 mil budget deficit

● Strike threatened

● Strike

# Health Care

**US Private Health Insurance Spending \***



## Hofstra Health Insurance

1973

- Major Medical Plan, including retiree health plan

1979

- Major Medical Plan

1985

- Dental Plan

1988

- Flexible Spending Account

1996

- Major Medical Plan to be phased out, new faculty HMOs and POS only

2006

- Faculty contribution to premiums
- Retirees contribute to retiree faculty health plan premium

2011

- Faculty contribution to premiums increased to 25%
- Phase out of retiree faculty health plan

2016 & 2021

- University contribution to Health Savings Account

# Retirement

<b>CBA Year</b>	<b>Retirement Account</b>	<b>Mandatory Age of Retirement</b>	<b>Retirement Incentives</b>
1973	University contributes to TIAA-CREF	65 (+ 3 y)	
1976	Progressive rate of University contributions based on salary and years of service		<ul style="list-style-type: none"> <li>• Early retirement incentive payment at 60 to 65</li> <li>• Teaching load reduction with pro-rated salary after 20 years service</li> </ul>
1982	Alternative retirement funds to TIAA-CREF	65 (up to 70). No retirement contributions beyond 70.	<ul style="list-style-type: none"> <li>• Retirement bonuses for 65-67</li> </ul>
1988	Mandatory faculty contribution		
1991	Dropped salary-based rates and increased progressive rates based on years of service	Mandatory retirement phased out	<ul style="list-style-type: none"> <li>• Early retirement incentive as early as 50 with appropriate years of service</li> </ul>
1996	Regressive rates for 30 or more years of service		<ul style="list-style-type: none"> <li>• 5-y irrevocable retirement option at 60 - reduced load at full pay</li> </ul>
2011			<ul style="list-style-type: none"> <li>• Early retirement incentives end 2012</li> <li>• Irrevocable retirement age reduced to 58</li> </ul>
2016			<ul style="list-style-type: none"> <li>• Irrevocable retirement further expanded</li> </ul>



# Equity and Inclusion Adjustment to Compensation and Benefits

	<b>Equity Adjustments to Compensation</b>	<b>Expansion of Health Care</b>
1976	2% of FT unit salary “used to redress inequities”	
1979	Wage adjustment fund to “enhance equitable patterns of compensation”	
1988		Leave of absence up to year for childcare
1991	Salary adjustment based on outlier from regression analysis controlling for department, length of service, rank, highest degree, quality of service	Investigate coverage for “unrelated, unmarried equivalents” of a spouse
1996	Salary adjustment specifically target gender inequity - based on regression analysis of male faculty.	Coverage extended to domestic partner
2001	Equity adjustment continues	6 to 8 weeks of maternity leave with pay. Paid sick leave to allow for one semester full pay. General “parental leave” can use banked hours.
2006	Equity adjustment continues	Paid Parental leave for up to 2 weeks + general leave. Extend tenure probation for new child or elder care
2016		Paid parental leave increases to up to 5 weeks

# Changing Aspirations

-----

## Technology & Distance Education

Liora Schmelkin

# Changing Aspirations

- Changing profile of Hofstra
  - Student body
  - Breadth of offerings
  - Faculty
- Teaching Load & Scholarship Support

# Technology & Distance Education

- Impact of Technology
- Distance Education Concerns

# Physician Assistant Studies at Hofstra and the Issue of Clinical Lines

Bernard Firestone

# 2011 CBA

1. There would be five clinical lines in PA
2. Initial appointment of two years with three year renewable contracts to follow
3. PA clinicians could opt for tenure track status

# 2016 CBA

1. There would be 16 clinical lines in programs such as PA, Graduate Nursing, and Occupational Therapy.
2. Initial appointment of two years with three year renewable contracts to follow
3. PA clinicians could opt for tenure track status

# 2021 Contract and COVID

Elizabeth Ploran

- Uncertainty
- Impact
- Measured Responses



Now and the Future

-----

Challenging times ahead

# 2021 Contract Extension

- To minimize uncertainty during the pandemic and changing administration, the 2016 contract was extended to 2026
- HOWEVER, some provisions were tagged for renegotiation between cycles:
  - Adjunct load assignment and contracts
  - Clinical lines
  - Sick leave

Questions?