

FACT-FINDING OPINION AND RECOMMENDATION

In the matter between

Birmingham Public Schools

and

AFSCME, Council 23, Local 1917

Case No. D76 K-3598

Fact-finder - Dr. Keith Crotty

Appearances

Board

Joseph F. Griffin, Director, Personnel Relations
James V. O'Neil, Director, Physical Plant and Transportation

Union

Billy J. Burling, Staff Representative, Council 23
Martin E. Price, President, Local 1917
LaVerne A. Brunmeier, Committee Member, Local 1917
Sarah Salzinger, Union Steward, Local 1917
Del Haskell, Committee Member, Local 1917
Patrick Seaman, Committee Member, Local 1917
Charles L. Loucks, Jr., Treasurer/Secretary, Local 1917

Hearing held: March 7, 1978

Time: 10:00 a.m.

Place: Birmingham Public Schools, Administration Building

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Public Schools*

*Dr. Crotty
Schools*

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Issues

At the time the petition for fact-finding was submitted, the Union listed the items in disagreement as vacations, workmen's compensation, holidays, insurance, wages, and general provisions. Prior to the start of the hearing, the parties indicated their desire to further negotiate the matters in an attempt at resolution of all issues, other than the wage increases for the 1977 and 1978 calendar years. After a short negotiating period, in the presence of the fact-finder, the parties resolved all outstanding issues, other than the wages increases. Therefore, the only issue submitted to the fact-finder regarded proposals for the 1977 and 1978 wage increases.

Positions of the parties

Union

The Union submitted a proposal to increase all levels and steps of the 1976 wage scale by 10 percent. To cover the 1978 calendar period, a proposal was made to increase all levels and steps by an additional eight (8) percent.

Board

The Board offered a proposal to increase levels and steps, by varying increments, to cover the 1977 calendar year. The proposal included a cent per hour increase addition at the top step of each level. The percentage which that increase generates should then be applied to each of the lower steps of that level. To be added at level M-1 - \$.46 per hour, at levels M-2, M-3 and M-4 - \$.41 per hour, and at levels M-5 and M-6 - \$.30 per hour. For the 1978 calendar year, the Board proposed to increase all levels and all steps by 6.7%.

Findings and conclusions

In support of their positions, the Board and the Union presented information concerning comparable positions in settled agreements in neighboring school districts. The districts sampled by each party tended to support their position.

In addition, the Union presented information concerning increases in the Consumer Price Index covering the 1976 and 1977 calendar years.

The parties raised no issue of ability to pay. Their positions rested upon equity with the comparable markets, both as to other supervisory employees in neighboring school districts and non-supervisory employees within the district, and with comparisons to the Consumer Price Index for equity within the economy.

After reviewing the market comparisons presented and the relative positions of the parties, the following adjustments are recommended for the resolution of the issues:

<u>1977</u>	<u>Top Step</u>	<u>1978</u>	<u>Top Step</u>
M-1	\$6.55	M-1	\$7.07
M-2	\$6.15	M-2	\$6.64
M-3	\$5.92	M-3	\$6.39
M-4	\$5.66	M-4	\$6.11
M-5	\$4.51	M-5	\$4.87
M-6	\$4.28	M-6	\$4.62

Using these Top Step amounts, the parties can calculate, by existing practice, lower step amounts at each level. These recommendations will provide equity and resolution to the problem.

March 16, 1978


Dr. Keith Groty