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3/11/87 FF MSZ

STATE OF MICHIGAN  
EMPLOYMENT RELATIONS COMMISSION

IN THE MATTER OF THE  
FACT FINDING BETWEEN:

GLEN OAKS COMMUNITY COLLEGE

AND

Case No. G86-D-389

GLEN OAKS SUPPORT STAFF EMPLOYEES (MEA)

FACT FINDERS REPORT  
Norman Berkowitz

GENERAL BACKGROUND

An agreement between the Glen Oaks Community College and the Glen Oaks Support Staff Employees (MEA) was entered into for the period July 1, 1985 to June 30, 1986.

Negotiations for a replacement agreement were not successful and led to mediation efforts by the Michigan Employment Relations Commission (MERC). Mediator Howard Case conducted a formal mediation session on June 19, 1986, which was not successful.

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*Glen Oaks Community College*

On July 3, 1986 the MEA through Pat Houseman, UniServ Director filed a petition for Fact Finding.

On August 19, 1986, MERC, in accordance with Section 25 of Act 176 of the Public Acts of 1939, as amended, and the Commission's Regulations, appointed Norman Berkowitz as Fact Finder.

Hearing dates within two weeks of his appointment were offered by the Fact Finder but the MEA indicated it was not ready to proceed. A hearing was set for Monday, October 27, 1986. On Thursday, October 23, 1986 the Fact Finder was requested to adjourn the hearing since the parties had agreed to negotiate on the 27th in hopes of reaching an agreement. The Fact Finder agreed and offered as alternative possible dates the 28th and 29th of October. This was not satisfactory to the College.

Negotiations on the 27th of October were not successful and upon being so notified the Fact Finder scheduled a hearing for February 27 and 28, 1987, his first available dates. At that time he offered to resign because of the long delay but the parties indicated they would continue on his schedule.

Because some additional negotiations took place, the Fact Finder scheduled a pre-hearing conference on Saturday, February 21, 1987 to determine the issues.

At this meeting the Fact Finder also attempted to mediate the issues and produce a final agreement. While bringing the parties closer together, the effort was unsuccessful.

At that time, the Fact Finding hearing was scheduled for Friday, February 27 with follow up dates of March 4, 5, 9 and 10 if necessary.

#### THE HEARING

The Fact Finding hearing was held on February 27 in the Glen Oaks Community College Board Room, 109 Shimmel Road, Centreville, Michigan.

In attendance were:

#### FOR THE COLLEGE:

William Marks, College Attorney  
Fred Sims, College Business Manager  
Philip Ward, College President

FOR THE MEA:

Pat Houseman, UniServ Director, MEA  
Judy Baumeister, President, Glen Oaks Support Staff Employees  
Janet Greenhoe, Faculty Member

Prior to the beginning of the hearing, the Fact Finder passed out his typewritten understanding of the final positions of the parties arrived at from the February 21 pre-hearing conference. Some time was spent before agreement was finally reached on the final positions of the parties. Again, the Fact Finder offered to act as mediator to help resolve the differences. There was no desire at this point for such assistance and the MEA proceeded to place its case into the record.

The second day of hearing was convened on Friday, March 6, also in the College Board Room. Once again, the Fact Finder offered to assist the parties resolve their differences. This time his offer was accepted, the hearing was recessed and several hours of negotiations produced an agreement at 2:30 p.m. The Fact Finding hearing was then terminated.

DATE: March 11, 1987

  
NORMAN BERKOWITZ  
FACT FINDER