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IDA PUBLIC SCHOOLS  
and

TEAMSTERS LOCAL 214

MERC D 77 C755

FF  
Shirley Schiemmer  
11/27/77

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A Fact Finding Hearing was held on October 13, 1977, at 10 o'clock in the morning at the Administrative Offices of the Ida Public Schools, Ida, Michigan.

The Hearing took place before the Fact Finder, Shirley Schwimmer. Present at the Hearing: For the Union; Mr. Earl Drake, Business Representative of Teamster Local 214, Mr. Edsel E. Scheurer, Steward, and Mr. Frank D. Roscoe, member of the Custodial and Maintenance Employees. Representing the Ida Public Schools: Mr. Herbert Gabehardt, Superintendant, Mr. Glen F. Stock, Supervisor and Mr. Lee R. Hammond, President of the School Board.

The only issue in contention between the parties at the Fact Finding Hearing was the hourly wage rate for Custodial and Maintenance Employees.

Joint Exhibit I, the Agreement between Ida Public Schools and Teamster Local 214 of July 1, 1976 thru June 30, 1977 provided:

Custodians

Starting Rate	\$ 3.72
After 60 Working Days	\$ 4.22

Maintenance Man

Starting Rate	\$ 4.04
After 60 Working Days	\$ 4.44

Afternoon Shift Premium 10¢ per hour.

At the conclusion of mediation the parties were 5¢ apart. The Schools offering 15¢ and Union not willing to accept less than 20¢ per hour.

It is the contention of the School Board that all other units in the school district had received no more than a 10% increase. The School Board offer was: 5% retirement as mandated by the State of Michigan, plus 2% increase in fringe benefits plus

15¢ per hour in base pay, which would be equal to 3.5% increase in base pay, for a total increase of 10.5%.

The Union contends the Cost of Living continues to rise and did increase 12.3% from January 1, 1975 to January 1, 1976, and rose another 9.9% from January 1, 1976 to January 1, 1977. Based on 1¢ for each .4 rise, this would amount to 58¢ per hour, and for 2080 hour work year a \$1,144.00 loss of purchasing power for these two years. The Union further contends the Monroe County School Districts and surrounding districts are on an average 58¢ per hour ahead of Ida Public School employees for the same or similar job classes.

#### UNION EXHIBIT II

##### Surrounding School Districts Custodial Wages

Allen Park	\$5.48
Dearborn	5.71
Detroit	6.00
Ecorse	5.24
Flat Rock	4.61
Hourn Township	4.68
Romulus	5.19
Southgate	5.07
Taylor	5.15
Trenton	5.49
Woodhaven	5.40
Average	\$5.27
Ida	\$4.22
Difference	\$1.05 per hour.

##### Monroe County Schools

Airport	\$4.59
Bedford	4.22
Dundee	4.25
Jefferson	5.06
Mason	4.22
Monroe	4.38
Summerfield	3.61
Average	\$4.33
Ida	\$4.22

The Ida Public Schools at the Fact Finding Hearing presented a new offer of 20¢ per hour.

The Fact Finder recommends the Union accept the offer of 20¢ made by the Ida Public Schools.

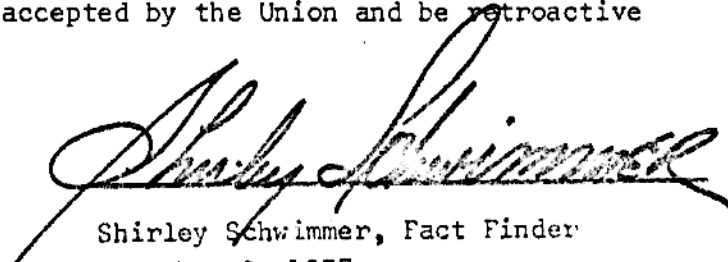
The Union has presented facts to support its contention of loss of purchasing power from January 1, 1975 to January 1, 1977. The last Agreement between the parties was from July 1, 1976 thru June 30, 1977, and this is the period we are dealing with.

The wage rates presented by the Union in Exhibit II of "Surrounding District Custodial Wages" which includes Detroit, Dearborn and other downriver industrial cities is not relevant.

A comparison of the Custodial Wages in Monroe County Schools, gives us a good point of comparison. Ida Public School custodial wages in the last Agreement were \$4.22 per hour, an additional 20¢ per hour bring the wage rate to \$4.42 per hour. The average custodial wage for Monroe County Schools is \$4.32. This wage offer will bring the Ida wage rate for custodial employees to 10¢ more than the average wage paid in Monroe County Schools as listed in Union Exhibit II. Only Jefferson \$5.06 and Airport at \$4.59 are paying above the \$4.42 offered by Ida Public Schools.

After consideration of all of the evidence and arguments and exhibits presented at the Fact Finding Hearing, I make the following Findings of Fact and Recommendations:

The acceptance by the Union of the 20¢ offer of the Ida Public Schools will place the Custodial Wages of Ida Public School Custodial Employees above the average for Monroe County Schools. Recommend the offer of 20¢ be accepted by the Union and be retroactive to July 1, 1977.

  
Shirley Schwimmer, Fact Finder  
November 2, 1977