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DEPARTMENT OF LABOR  
EMPLOYMENT RELATIONS COMMISSION

KALKASKA COUNTY ROAD COMMISSION

and

UNITED STEELWORKERS OF AMERICA,  
Local Union 8287

Eugene Lumberg /

REPORT OF FACT FINDER

Appearances:

Michael R. Kluck for Kalkaska County Road Commission

James V. Hughes for United Steelworkers of America

Kalkaska County Road Commission

LABOR AND INDUSTRIAL  
RELATIONS COLLECTION  
Michigan State University

## R E P O R T

This matter was brought before the undersigned Fact Finder for purposes of arbitration based upon a petition filed by the United Steelworkers of America in its dispute with the Kalkaska County Road Commission. A hearing was held on October 13, 1989 at which time testimony was received. Post-hearing briefs were submitted timely by both parties.

The issues before the Fact Finder are as follows:

1. A seniority issue which would restrict the bid rights for mechanics.
2. Hours of work which concerns itself with a work week consisting of four (4) ten hour days.
3. Implementation of health care cost containment measures.
4. A request for inclusion in the contract of a clarifying provision for stop loss of health care coverage for employees on worker's disability compensation.
5. Hourly wages.
6. A proposal to combine all classifications of employees into three (3) classifications.

### BACKGROUND

The bargaining unit consisted twenty-four (24) employees. Current contract expired January 6, 1989. Both parties seek a three year contract to begin January 6, 1989 and any wage recommendations to be retroactive to that date.

### DISCUSSION

Testimony was received indicating that there has not been a pay raise since January of 1987. There is no question that the sources of revenue that the Kalkaska County Road Commission receives each year are limited in nature. They basically come from three sources, to-wit:

- a.) funds that the Michigan Department of Transportation applies to the county;
- b.) snow funds;
- c.) forest funds.

It should be pointed out that the road commission has purchased new equipment in an effort to replace its aging fleet of equipment. This Fact Finder is also well aware of the raises that non-salaried employees received during the contract negotiations.

The Fact Finder has reviewed the comparables that have been supplied by both parties, as well as, information as to the consumer price index and the increase in cost of living over the last three (3) years

which has been provided by the Union.

The Union is requesting the following wage proposal on an hourly basis:

	<u>1st yr.</u>	<u>2nd yr.</u>	<u>3rd yr.</u>
Truck Drivers:	\$ .75	\$ .50	\$ .50
Heavy Equipment Operators:	.75	.50	.50
Mechanics:	.75	.50	.50

The Employer is offering the following wage proposal on an hourly basis:

	<u>1st yr.</u>	<u>2nd yr.</u>	<u>3rd yr.</u>
Truck Drivers:	\$ .20	\$ .25	\$ .25
Heavy Equipment Operators:	.20	.35	.35
Mechanics:	.20	.35	.35

This Fact Finder has reviewed among other exhibits, the following:

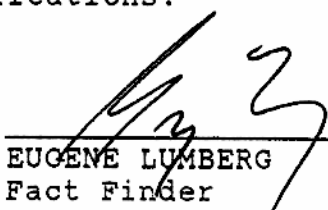
- a.) E-1 being the Michigan Transportation Fund Distribution payments to counties;
- b.) E-2 being a comparable of wages of several counties in the area of Kalkaska County;
- c.) E-3 being a yearly wage percentage increase of various counties in the vicinity of Kalkaska County; and
- d.) U-2 being the wage proposal comparison prepared by the Union.

#### CONCLUSION

After careful consideration of the testimony, exhibits and the briefs provided, it is the recommendation

of this Fact Finder that:

1. Issue #1 is rejected as to bid rights.
2. Issue #2 is rejected as to hours of employment.
3. Issue #3 is rejected as to health care cost containment.
4. Issue #4 is rejected as to stop loss of health care for employees on worker's disability.
5. Issue #5, the Employer's proposal as to wages is accepted.
6. Issue #6 is accepted as to classifying all employees in three (3) classifications.

  
EUGENE LUMBERG  
Fact Finder