

Michigan State University

Registrar, Michigan State University
Area Code 505/432-2000

August 29, 1969

Mr. Theodore Groleau
901 Holiday Street
L'Anse, Michigan 49946

Mr. Andrew J. Gauthier
519 North Third Street
L'Anse, Michigan 49946

Gentlemen:

Pursuant to the assent of both parties in the Matter of Public Schools of L'Anse and L'Anse Educational Association, and in recognition that time is of the essence in reporting the determinations and recommendations of the Fact Finder in the hearing of August 28, my recommendations together with their principal rationale where pertinent are forwarded informally herewith.

A full report will be forwarded in the near future.

Very truly yours,

William E. Barstow Jr.
William E. Barstow, Jr.

WEB/hb

Copies to: Mr. Robert C. Howlett (3)
Attachment

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L'Anse; Public Schools of

Recommendations: L'Anse Public Schools

(1) Base Salary Schedule

BA - BS base of \$6600 with progression in ten increments of 4% each to \$9770. MA - MS schedule to be addition of 10% of BA - BS base (\$660) to each step. Uncertified teacher salary schedule to be BA - BS base less 10% at each step.

	<u>Uncertified</u>	<u>BA - BS</u>	<u>MA - MS</u>
Base	\$5,940	\$6,600	\$ 7,260
1	6,204	6,864	7,524
2	6,479	7,139	7,799
3	6,765	7,425	8,085
4	7,062	7,722	8,382
5	7,371	8,031	8,691
6	7,692	8,352	9,012
7	8,026	8,686	9,346
8	8,373	9,033	9,693
9	8,734	9,394	10,054
10	9,110	9,770	10,430

Principal Rationale: Over \$300 required to keep pace with the past years cost-of-living increase, plus 5% to reverse the trend of L'Anse salaries in recent years and move them back into a competitive relationship with other communities (1) in the Copper Country region, and (2) with a roughly equivalent economy. While it is recognized that the current financial position of the L'Anse schools probably is not quite equal to this schedule without additional millage, to recommend a lesser schedule would amount to recommending a progressively deteriorating school quality, which seems even less desirable.

The recommended 4% increment approximates the regional progression.

The MA - MS differential of 10% approximates the regional pattern, and must be at least this size to motivate and compensate in part for added educational expense.

(2) Tabulation of Longevity Pay and Intermediate Salary Steps

Recommended that longevity and intermediate pay fringes remain the same, but that they be tabulated in the Master Agreement as items separate from the basic salary schedules.

Principal Rationale: Mixing even compensation fringes with basic compensation schedules leads sooner or later to confusion and misunderstanding.

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(3) Extra Duty Pay (Schedules B, C, and D)

It is mandatory that the parties bargain these out.

Principal Rationale: A third-party recommendation in these issues is undesirable because each type of duty reflects local nuances which an outsider lacks both sophistication and information to evaluate within the usual scope of a fact finding hearing.

(4) Sick Leave

Recommend that the past structure for tenured teachers (13 days with accumulation to 90 days) be retained, but extended to all teachers.

Principal Rationale: The basic structure of this fringe is sufficiently competitive with regional patterns to require that the parties bargain over basic changes. However, the former practice of a lesser sick leave for probationary teachers is (1) arbitrary, (2) incompatible with the purpose of sick leave, and (3) may possibly constitute illegal discrimination in bargaining for all employees impartially.

(5) Medical Insurance

Full premium of full family Master Med (Blue Cross) or Super Med (MEA) to be paid by the School.

Principal Rationale: There is a predominant trend, both (1) regionally and state wide, and (2) in public and private employment, to this fringe structure.

(6) Agency Shop

Any teacher included in the representational unit who fails to pay designated LEA dues or negotiational fee shall not be offered employment for the following school year.

Principal Rationale: It is no longer questioned by any serious student of labor relations that a secure union tends to be a constructive union, the issue is clearly bargainable under Michigan law, the agency shop is clearly legal under Michigan law at this time, and such security clauses are the rule rather than the exception today throughout the state.