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RILEY AND ROUMELL

ATTORNEYS AND COUNSELORS AT LAW
2200 PENOBSCOT BUILDING
DETROIT, MICHIGAN 48226

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September 8, 1969

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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
MEDICATION DIVISION
DETROIT OFFICE

Hyman Parker, Esq.
Director
Michigan Employment Relations
Commission
1400 Cadillac Square Building
Detroit, Michigan 48226

Re: Michigan State University
-and-
Michigan State Employees Union, Council No. 7
AFSCME, AFL-CIO

Dear Mr. Parker:

In regard to the above matter please find enclosed on abbreviated form of fact finding report.

I, again, met with the parties on Friday, September 5, 1969 and convinced the parties to arrive a tentative agreement. The tentative agreement was made part of my fact finding report.

The matter has now been submitted to the membership for ratification. Ratification in this situation is very tender because the ten man bargaining committee have three dissents on it for recommendation. However, I was told by the parties that if anything was going to be ratified this plan would be ratified.

This is the reason why I used the technique of writing a letter and stating to the parties that the agreement they have reached plus certain decisions I had to make would be and is my fact finding report.

Therefore, tentatively I have marked this matter closed.

I enclose a bill for my services.

Thank you for thinking of me in this matter.

Very truly yours,

George T. Roumell, Jr.
George T. Roumell, Jr.

GTR:lb
encl.

Michigan State University

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September 8, 1969

Mr. Hubert Hill, President
Local 1585 of American Federation of
State, County and Municipal Employees
Union, AFL-CIO
927 East Grand River
Lansing, Michigan

Mr. Jack Breslin, Secretary
Michigan State University
East Lansing, Michigan 48223

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SEP 9 - 1969

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
MEDIATION DIVISION
DETROIT OFFICE

Re: Michigan State University, Board of Trustees
-and-
Michigan State Employees Union, Council No. 7
AFSCME, AFL-CIO

Gentlemen:

As fact finder in the above matter, I've come to the following conclusions. I have reviewed the matter and talked to the parties individually at length. I have decided after reading all the materials that were submitted to me by both parties that the rates to be granted to the University employees on a three year contract beginning July 1, 1969 should be as set forth in the attached list which is attached to this letter. The rates of course will begin as I pointed out above July 1, 1969. The contract of course will end on June 30, 1972.

In regard to the medical-hospitalization insurance, I believe and side with the Union that the carrier should be Blue Cross. It is my understanding that the University will continue payments during the current year that they are now making toward insurance, to-wit, paying for the single subscriber as well as making a contribution of \$2.00 toward the insurance carried by employees having two or more persons on their plan. Beginning July 1, 1970 for those employees having two or more on their contract, the University will contribute \$19.00 based upon 1969 rates and beginning July 1, 1971 the University will pay for two parties or more \$25.00 based upon 1969 rates. It is my intention that if the single subscriber rate goes up over and above the rate that is now being charged for Blue Cross which I understand is between \$9.72

Mr. Hubert Hill, President
Mr. Jack Breslin, Secretary
September 8, 1969
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and \$10.80 a month, the University will assume the increase. Furthermore, the University will assume any increase over the \$19.00 package or \$25.00 package that Blue Cross-Blue Shield may make during their life of this contract. In other words if it cost in 1970 more than \$19.00 to buy what \$19.00 would have bought in 1969, the University will assume the increase. Likewise the same is true if it costs more than \$25.00 in 1971 to buy what \$25.00 would have bought in 1969.

I advised the parties that this is my fact finding report. I think that it is eminently fair to both parties and is a competitive rate.

I also understand that during the course of negotiations the parties have agreed on differential of 10 cents and 20 cents which I incorporate as part of my fact finding report and also an additional one day vacation for the one year to five year employees.

There are other items which I believe can be clarified between the parties. It is also understood that once there are any vacancies, the administration will advise the Union by letter of any vacancies so that the Union can notify anyone in the unit of the vacancies.

Very truly yours,

George T. Rounell, Jr.

GTR:lb

cc: Leland Carr

	PRESENT RANGE			JULY I, 1969-70			RANGE INCREASE/Hr			JULY I, 1970-71			RANGE INCREASE/Hr			JULY I, 1971-72			RANGE SPREAD			FLAT RATE			TOTAL RANGE SPREAD		
	Min	Max	Med	Min	Max	Med	Min	Max	Med	Min	Max	Med	Min	Max	Med	Min	Max	Med	Min	Max	Med	Min	Max	Med	Min	Max	Med
II	194	208		17	23	211	231	238	246	17	15	238	246	17	15	245	261	16	261						261		1
III	197	217		18	23	215	240	233	255	18	15	233	255	18	15	251	270	19	270						270		1
III	199	229		21	23	220	252	241	267	21	15	241	267	21	15	262	282	20	282						282		8
V	204	237		21	23	225	260	246	275	21	15	246	275	21	15	267	290	23	290						290		8
VI	217	247		21	23	238	270	259	285	21	15	259	285	21	15	280	300	20	300						300		2
VII	219	249		21	23	240	272	261	287	21	15	261	287	21	15	282	302	20	302						302		2
VIII	225	262		22	23	247	285	269	300	22	15	269	300	22	15	292	315	23	315						315		4
IX	227	265		22	23	249	288	272	303	22	15	272	303	22	15	295	318	23	318						318		4
X	237	278		23	23	260	301	283	316	23	15	283	316	23	15	306	331	25	331						331		2
XI	243	290		25	23	268	313	293	328	25	15	293	328	25	15	318	343	25	343						343		10
XII	251	302		26	23	277	325	303	340	26	15	303	340	26	15	329	355	26	355						355		10
XIII	256	307		26	23	282	330	308	345	26	15	308	345	26	15	334	360	26	360						360		10
XIV	262	314		26	23	288	337	314	352	26	15	314	352	26	15	340	367	27	367						367		10
XV	276	330		26	23	302	353	328	368	26	15	328	368	26	15	354	383	27	383						383		10
XVI	287	342		29	24	316	366	345	386	29	20	345	386	29	20	374	406	32	406						406		11
XVII	294	352		30	24	324	376	354	396	30	20	354	396	30	20	384	416	32	416						416		11
XVIII	303	365		31	24	334	389	365	409	31	20	365	409	31	20	396	429	33	429						429		12
XIX	329	382		29	24	358	406	387	426	29	20	387	426	29	20	416	446	30	446						446		11
XX	348	399		28	24	376	423	404	443	28	20	404	443	28	20	432	463	31	463						463		11
XXI	349	405		30	24	379	429	409	449	30	20	409	449	30	20	439	469	30	469						469		11
XXII	362	419		30	24	392	443	422	463	30	20	422	463	30	20	452	483	31	483						483		11
XXIII	367	426		30	24	397	450	427	470	30	20	427	470	30	20	457	490	33	490						490		11
XXIV	374	434		31	24	405	458	436	478	31	20	436	478	31	20	467	498	31	498						498		11
XXV	385	439		29	24	414	463	443	483	29	20	443	483	29	20	472	503	31	503						503		11
XXVI	405	460		34	24	439	504	473	524	34	20	473	524	34	20	507	544	37	544						544		11
XXVII	432	517		37	24	469	541	506	561	37	20	506	561	37	20	543	581	38	581						581		11
XXVIII	440	525		37	24	477	549	514	569	37	20	514	569	37	20	551	589	38	589						589		11
XXIX	452	550		40	24	492	574	532	594	40	20	532	594	40	20	572	614	42	614						614		11
XXX	484	587		41	24	525	611	566	631	41	20	566	631	41	20	607	651	44	651						651		11