

December 19, 1982

Mr. Fraser Dean, Superintendent  
 Montrose Community Schools  
 300 Nanita Drive  
 Montrose, Michigan, 48457

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STATE OF MICHIGAN  
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and

Mr. Gary E. Vandemark, UniServ Director  
 Montrose Education Association  
 5095 Exchange Drive  
 Flint, Michigan, 48507

Re: MERC Case No. D82 E-2665; Montrose Community Schools & Montrose Education Association.

#### AWARD

At their meeting with me on December 16, 1982, at the School District's Administrative Office, at Montrose, Michigan, the parties' representatives agreed before me that only one issue remained open between them: resolution of a dispute over a wage agreement they had attempted to reach in which they had disagreed over payment of wages in the first year of a three-year agreement. As of the time of the meeting with me on December 16, the dollar value of the dispute was about \$18,000; one percent of base payroll.

This award and recommendation reflects what I told the parties at the December 16, meeting, orally: While splitting differences has little to recommend it in most cases, it represents the apparent common sense solution to the dispute between these parties. That is because both parties are claiming their difference arose from a mutual misunderstanding, and neither party is claiming that their mutual misunderstanding resulted from over-reaching or any other improper conduct on the part of the other party.

I award, therefore, that the eighty-one members of the bargaining-unit be paid approximately \$9000, or about \$112 apiece, in addition to the wages the parties had agreed upon for the first year of a three-year agreement.

*John H. Scott*  
 John H. Scott

*Montrose Community Schools*