



STATE OF MICHIGAN

DEPARTMENT OF LABOR

LABOR MEDIATION BOARD

1400 CADILLAC SQUARE BUILDING, DETROIT 48226 - Phone 222-3070

358 FF 9/1/67

GEORGE ROMNEY, Governor

THOMAS ROUMELL, Director

University

SECTORIAL

BOARD MEMBERS

ROBERT G. HOWLETT,
Chairman
LEO W. WALSH
PHILIP WEISS

August 28, 1967

Mr. Raymond Spear, Chief Neg.
Northville Board of Education
107 S. Wing St.
Northville, Michigan

Mr. Pat Dubel, Chief Neg.
Northville Education Assoc.
48153 W. Ann Arbor Rd.
Plymouth, Michigan

3 49-3400

Re: Northville Board of Education
-and-
Northville Education Assoc.

Gentlemen:

NOTICE OF APPOINTMENT OF FACT FINDING HEARINGS OFFICER

The Labor Mediation Board having reviewed the request for fact finding from:

has concluded that the matters in disagreement between the parties might be more readily settled if the facts involved in the disagreement were determined and publicly known.

The Labor Mediation Board has accordingly appointed M. David Keefe as its Hearings Officer and Agent to conduct a fact finding hearing pursuant to Section 25 of Act 176 of Public Acts of 1939, as amended, and the Board's Regulations, and to issue a report with recommendations with respect to the matters in disagreement. Under the Board's Regulations regarding fact finding, the parties will have ten (10) days from date of service of the Hearings Officer's report within which written comments may be filed.

Thereafter the Labor Mediation Board will review the Hearings Officer's report, the entire record in the matter, and any written comments that may be filed, following which the Board will issue an appropriate report which will affirm, modify, or reverse the Hearings Officer's report.

The Hearings Officer's address and telephone number is:

M. David Keefe
17925 Martin Rd.
Roseville, Mich. 48066

He has been instructed to schedule a hearing in this matter as promptly as possible.

Very truly yours,

For the LABOR MEDIATION BOARD

cc: M. David Keefe

Philip Weiss, Board Member

LABOR AND INDUSTRIAL
RELATIONS COLLECTION
Michigan State University



These are known to be the same as the

August 30, 1967

Mr. Raymond E. Spear
Northville Board of Education
107 S. Wing St.
Northville, Mich. 48167

Miss Patricia Bubel
Northville Education Assoc.
48153 W. Ann Arbor Road
Plymouth, Michigan 48170

Re: Northville Board of Education
-and-
Northville Education Association

Gentlemen:

Please disregard our letter of August 29, 1967 in which we appointed Mr. Morris Millmet as fact finder.

This was a duplication. Mr. M. David Keefe, who was previously appointed as fact finder, will continue in that capacity.

Very truly yours,

Hyman Parker
Chief Mediation Officer

HP/gw



GEORGE ROMNEY, Governor

THOMAS ROUMELL, Director

STATE OF MICHIGAN

DEPARTMENT OF LABOR

LABOR MEDIATION BOARD

1400 CADILLAC SQUARE BUILDING, DETROIT 48226 - Phone 222-3070

BOARD MEMBERS

ROBERT G. HOWLETT,
Chairman
LEO W. WALSH
PHILIP WEISS

Mr. Raymond E. Spear
Northville Board of Education
107 S. Wing Street
Northville, Michigan 48167

August 28, 1967

Miss Patricia Bubel
Northville Education Assoc.
48133 W. Ann Arbor Road
Plymouth, Michigan 48170

Re: Northville Board of Education
-and-
Northville Education Association

Gentlemen:

NOTICE OF APPOINTMENT OF FACT FINDING HEARINGS OFFICER

The Labor Mediation Board having reviewed the request for fact finding from: **the employer and the association (joint request) dated**

August 29, 1967,

has concluded that the matters in disagreement between the parties might be more readily settled if the facts involved in the disagreement were determined and publicly known.

The Labor Mediation Board has accordingly appointed **Mr. Morris Milmet** as its Hearings Officer and Agent to conduct a fact finding hearing pursuant to Section 25 of Act 176 of Public Acts of 1939, as amended, and the Board's Regulations, and to issue a report with recommendations with respect to the matters in disagreement. Under the Board's Regulations regarding fact finding, the parties will have ten (10) days from date of service of the Hearings Officer's report within which written comments may be filed.

Thereafter the Labor Mediation Board will review the Hearings Officer's report, the entire record in the matter, and any written comments that may be filed, following which the Board will issue an appropriate report which will affirm, modify, or reverse the Hearings Officer's report.

The Hearings Officer's address and telephone number is:

Mr. Morris Milmet
1730 First National Bldg.
Detroit, Mich. 48226
WO-1-7070

He has been instructed to schedule a hearing in this matter as promptly as possible.

Very truly yours,

For the LABOR MEDIATION BOARD

cc: **Morris Milmet**

Philip Weiss, Board Member



From-

M. David Keefe

Note:

Northville settled on
the terms outlined in
the recommendation. There
was no stoppage.

Have

RECEIVED
SEP 8 1967

LABOR MEDIATION BOARD
LABOR RELATION DIV.

M. DAVID KEEFE
AREA CODE 313 PRESCOTT 7-3710
17925 MARTIN ROAD
ROSEVILLE, MICHIGAN 48066

MICHIGAN LABOR MEDIATION BOARD, ADMINISTRATOR
PRELIMINARY FACT-FINDING REPORT & RECOMMENDATION

* * * * *
In the Matter of the Dispute between *
Northville Public Schools *
- and - *
Northville Chapter - MEA *
* * * * *

Appearances:

Northville School District

F. Schwarze, Atty.
R.E. Spear, Acting Supt.
E. Busard, Business Mgr.
A. Orphan

NORTHVILLE EDUCATION ASSOCIATION

P. Downing, MEA Representative
P. Bubel, Chairman, Bargaining Comm.
W. Case, Committeeman

The hearing took place on Saturday, September 2, 1967 and Sunday, September 3, 1967 in conference quarters of the School Board located in Northville, Michigan. During the course of the hearing, the package of over forty (40) open issues was reduced to two (2) items: Salary Schedules and the 1967-8 Calendar. Under the circumstances of the hearing and the urgency for settling the dispute, it was necessary for recommendations for a solution to be forthcoming without delay. To this end, the opinion of the fact-finder is dispensed with herein but will follow in a supplementary statement at a later date, within the usual thirty (30) days, discussing and explaining the findings and reasons for the recommendations set forth herein.

RECOMMENDATION FOR SETTLEMENT.

1: Salary Schedules:

B.A. - (4.5% increments) M.A. 4.5% for first 6 steps
5.5% for remaining steps M.A.+30

Step 1	\$ 6150.	\$ 6650	XXXXXXXXXX
2	6425.	6949.	XXXX
3	6715.	7262.	XXXXXXXXXX
4	7015.	7589.	
5	7330.	7930.	
6	7660.	8287.	Each Step
7	8005.	8701.	\$ 600.
8	8365.	9136.	over matching
9	8740.	9593.	MA scale.
10	9130.	10073.	XXXXXXXXXX
11	9545.	10577.	XXXXXX
Longevity			
14 years		11000	
17 years		11500	

2. Calendar

The calendar to be adopted should be the Board's calendar, starting with September 4 onward, with the following revisions and additions:

- A: Friday, December 22, 1967; Saturday, January 27, 1968 and Saturday, June 15, 1968 are to be added to the calendar.
- B: Secondary Teachers are to be allowed the Friday on which the Schoolmasters meeting is scheduled so that they may attend.
- C: Thursday, January 25, 1968 and Thursday, June 13, 1968, may, at the Board's option, be designated as teaching days.
- D: The Board may also exercise its option to schedule off, on Saturday, 1-22-68 and Saturday, 6-15-68, those teachers who participated in the regular, pre-teaching calendar orientation days.

These recommendations will be discussed and explained in a Fact-Finders Opinion Report which will follow.

Mr David Keefe, Fact Finder
Appointed by the Labor Mediation Board

Dated: Monday, September 4, 1967