

STATE OF MICHIGAN  
EMPLOYMENT RELATIONS COMMISSION

In the matter of:

NOVI COMMUNITY SCHOOL DISTRICT

and

NOVI SECRETARIAL AND PARAPROFESSIONAL ASSOCIATION  
Case No. D76 H2404

HEARING OFFICER'S FACT FINDING REPORT

APPEARANCES:

For the School Board: Gerald Kratz, Superintendent  
William D. Barr, Assistant Superintendent  
Milan Obrenovich

For the Secretarial  
and Paraprofessional  
Association:

Charlotte Majors, President  
Stuart Bloom, Chief Negotiator, MEA Consultant  
Bruce Ambs, MEA Staff  
Janet Fertitta, Negotiating Team Member  
Beverly Cook, Negotiating Team Member

This is a fact finding report under the provisions of Section 25 of Act 176 of the Public Acts of 1939, as amended, which provides in part as follows:

"Whenever in the course of mediation under Section 7 of Act No. 336 of the Public Acts of 1947, being Section 423, 207 of the Compiled Laws of 1948, it shall become apparent to the Board that matters in disagreement between the parties might be more readily settled if the facts involved in the disagreement were determined and publicly known, the Board may make written findings, with respect to the matters in disagreement. Such findings shall not be binding upon the parties but shall be made public..."

Daniel Kruger

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Novi Community Schools

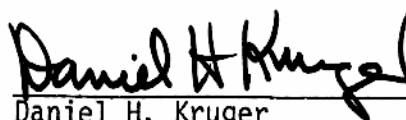
In accordance with the Commission's Rules and Regulations relating to fact finding, the undersigned Hearings Officer was designated to conduct a hearing in the matter and to issue a report in accordance with Employment Relations Commission General Rules and Regulations Rule 35. Briefly, this Rule states that the Hearings Officer will issue a report with recommendations with respect to the issues in dispute.

#### Issue and Discussion

The hearing was held at 10:30 a.m., December 16, 1977, at the Novi Community Schools Administrative Office, Novi, Michigan. The parties, with the assistance of the Fact Finder, were able to resolve all issues in impasse except the agency shop. The Employer is willing to negotiate an agency shop but strongly wants to exclude one position, namely that of Data Processing Operator, from the bargaining unit. This position entails dealing with money and budgets and the Employer feels that this position should be excluded because of the confidentiality factor.

#### Recommendation

The Fact Finder strongly recommends that the Employer grant the agency shop with the position of Data Processing Operator being excluded from the bargaining unit only for the duration of this two-year agreement.



Daniel H. Kruger  
Hearing Officer

December 21, 1977