

NORTHERN MICHIGAN UNIVERSITY  
MARQUETTE, MICHIGAN 49855

SCHOOL OF  
BUSINESS

September 5, 1967

Mr. Robert G. Howlett, Chairman  
State Labor Mediation Board  
932 Michigan Trust Building  
Grand Rapids, Michigan 49502

Re: Ontonagon Public Schools and  
Michigan Education Association  
Fact Finding

Dear Bob:

*James T. Runne*

Following your telephonic communication with me, I arranged to hear the above titled matter on Sunday, September 3. The hearing was held at 10:00 a.m. and following the formal hearing in the evening I pressed for a mediated settlement of the dispute. At about midnight the dispute was settled on the following terms:

1. Hospitalization - The board agrees to pay full hospitalization for 12 months. If a teacher is leaving the system he must notify the board in writing by May 15 in order to be eligible for summer insurance premium payments by the board.
2. Life Insurance - The board agrees to pay for \$1,000 worth of life insurance for each teacher (the MEA had originally requested that this amount be increased to \$5,000 from last years' \$1,000 life insurance protection). Hence, it may properly be said that the MEA withdrew its demand for increased life insurance.
3. Unfair Labor Practice Charges - The association agreed to request withdrawal of unfair labor practice charges filed by the association against the school. This was to be done by letter.
4. School Calendar - The teachers agreed to the 1967-68 school calendar presented by the board.
5. Elementary Teachers' Salaries - The board agrees to pay <sup>an additional</sup> 1/4 of elementary teachers' salaries if they are required to teach two 1/2-day sessions in a day. (This is a temporary situation which the school hopes to be able to avoid all together, but as it presently sees the problem it may have to resort to 1/2-day sessions until building construction is completed).

*Ontonagon Public Schools*

September 5, 1967

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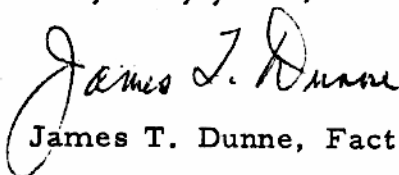
Mr. Robert G. Howlett

6. Salary Schedule - BA base - \$5,650, maximum - \$8,023. The above BA schedule is based on the following index: 1.00, 1.03, 1.06, 1.10, 1.14, 1.19, 1.24, 1.29, 1.35, 1.42. MA base - \$6,215, maximum - \$9,447. The above MA schedule is based on the following index: 1.10, 1.13, 1.16, 1.20, 1.24, 1.29, 1.34, 1.39, 1.45, 1.52.
7. The board agrees to allocate any state aid beyond the present state aid formula on the basis of 60% of such additional state aid being added to the teachers' salary schedule.
8. A letter is to be given by the board in which it agrees not to file any law suits or engage in any coercive action against any member of the association negotiating team for any incidents occurring during or as a result of any negotiations leading to the 1967-68 agreement. The board attorney overheard the MEA representative make a remark to the superintendent to the effect that certain actions might be deemed a "criminal conspiracy." Not knowing what really had been said, he flew off the handle and threatened to file a law suit for libel against the MEA representative. This letter is designed to assure that such law suit will not be filed. Moreover, it further dismisses any question of the possibility of legal action by the board against any of the members of the local teacher negotiating team.)

I think the above is a complete statement of the settlement except to say that the parties had already agreed to the other language in the master agreement.

I am enclosing herewith a fee and expense statement for services in the above matter.

Very truly yours,



James T. Dunne, Fact Finder

JTD/fh

Enclosure

*- to Parker 9/7*