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In the Matter of
PITTSFORD RURAL AGRICULTURAL SCHOOL

-and-

INTERNATIONAL UNION OF OPERATING
ENGINEERS
Local Union 547

On September 27, 1968 the undersigned, LEON J. HERMAN, was appointed by the Labor Mediation Board as its Hearings Officer and Agent to conduct a fact finding hearing relative to the matters in dispute between the above parties, pursuant to Section 25 of Act 176 of Public Acts of 1939 as amended, and the Board's regulations. Accordingly, and upon due notice, a hearing was scheduled and held on October 11, 1968 at 7:30 PM at Pittsford Rural Agricultural School, Pittsford, Michigan.

Harvey Hauer, Superintendent; Duane Hinkle, Vice President; William Ayres, Trustee; and Duane Towne, President, represented the Board of Trustees.

Robert H. Inman, Business Representative, and Cecil Goforth, Steward, represented the Union Local.

Pittsford Rural Agricultural School

The Union has demanded that the Board assume the cost of health and hospitalization insurance for the six members of the local; that the shift differential be increased from 5 cents per hour for afternoons and 10 cents per hour for nights to 10 cents and 15 cents respectively; that the vacation schedule be improved; that two additional holidays be allowed in each year; that an improved sick leave plan be established; that work uniforms be provided; that the Board provide paid life insurance coverage of \$5,000. per employee; and that the present pay schedule be raised.

The discussions were brought about by the opening of a two year contract at the end of the first year, in accordance with its terms.

Prior to the hearing the parties agreed to continue the vacation plan as previously constituted. Instead of two additional holidays, it was agreed that Good Friday would become an extra holiday, with the proviso that the employees would work any part of that day that school would be in session.

The testimony at the hearing made it clear that this school district is far from wealthy. Of the twelve school districts in the area, it ranks lowest in SEV. In 1967-68 its equalized valuation per student was \$7,505. For this year it is \$7,746.64. The Board has admittedly tried to be fair in its wage policies. Apart from the members of this Union, all employees, including

teachers, bus drivers and cafeteria help, have received wage increases of ten percent.

The present pay schedule for the building engineer is \$5,800 to start, \$6,100 after one year and \$6,300 after two years. The union asks that he be paid \$3.00 per hour as a starting rate and \$3.50 per hour after ninety days.

Custodians receive an hourly rate of \$1.98 to start, \$2.08 after one year and \$2.17 after two years. The union asks for a starting rate of \$2.75, to be increased to \$3.00 after ninety days.

The situation is further complicated by the agreement between the Board and the Union whereby one custodian, Cecil Goforth, has been paid \$2.40 per hour; and the building engineer, after one and one-half years of employment, has been paid \$6,300 per year.

The Board has offered a pay schedule of \$5,800 to start, \$6,100 after one year and \$6,300 after two years for the building engineer; \$2.45 per hour at the top of the scale for custodians; and a special rate of \$2.70 per hour for Mr. Goforth and \$6,800 for Mr. Hoard, the present building engineer.

It is a fact that neighboring schools have agreed to pay for 1968-69 higher rates for custodians. Hudson starts them at \$2.30 per hour, with a raise of ten cents for the second year

and another ten cents for the third year. Quincy pays from \$2.30 to \$2.60 over five years. Jonesville starts at \$2.10, increases to \$2.30 after six months and \$2.40 after one year. Others pay at annual rates.

Building engineers or head custodians vary from \$4,800 to \$8,000 in annual compensation. Due to the many differences in size of schools, it would be an impossible task to relate the salaries paid in other schools to that offered here. Nor is it necessary, since the salary offered by this Board exceeds the demand by the Union.

I recommend the following salary schedule:

For custodians: \$2.30 per hour to start; \$2.40 per hour after one year, and \$2.50 per hour after two years.

For the building engineer: \$6,100 per annum to start; \$6,500 after one year, and \$6,800 after two years.

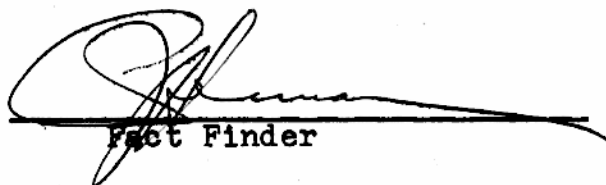
Special "red line" arrangement: For the present building engineer, Mr. Hoard, \$6,800; and for Mr. Goforth, \$2.75 per hour, without prejudice to any replacement hirings, which shall be at the contract rate.

All the above salary proposals shall be retroactive to September 1, 1968.

I further recommend that these employees be allowed two personal leave days during the year; an additional holiday on Good Friday, provided school is not in session; and that shift premiums and vacation schedules remain unchanged.

I do not recommend a paid insurance program, either health and hospitalization or life, because the financial status of the district does not permit such a program at this time. For the same reason I do not recommend school provided uniforms.

An improved sick leave program is not needed this year, and is therefore not recommended.



Jack Finder

Detroit, Michigan,

October 14, 1968