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STATE OF MICHIGAN  
EMPLOYMENT RELATIONS COMMISSION  
DETROIT OFFICE

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CASE NO.  
D73 H-2851Michigan State University  
LABOR AND INDUSTRIAL  
RELATIONS LIBRARY

In the Matter of the Fact-Finding between )

Port Huron Area School District )

-and- )

Port Huron Association of Educational  
Secretaries )E. J. Forsythe )

This Fact-Finding Report was authorized under the provisions of Section 25 of Act 176 of Public Acts of 1939, as amended, and the Michigan Employment Relations Commission's Regulations therein. The undersigned Fact-Finder was authorized to issue a report with recommendations regarding salary, under a three-year Contract between the parties, which provides for a "re-opener" for the year 1973-74. Another matter was a hospitalization "re-opener" which has been resolved by the parties prior to fact-finding. A hearing was held in Port Huron, Michigan on December 18, 1973, and the summary of the hearing and the Fact-Finder's recommendations are set forth below.

## APPEARANCES

For the School District

C.R. White, Director, Operational Personnel Services  
James Dunn, Principal, Washington School  
Mary Lou Warren, Curriculum Specialist

For the Educational Association

Zola MacDonald, MAEOP Negotiator  
Mary M. Kallio, Negotiating Team  
Isabella Toles, Negotiation Team

Port Huron Area School District

## BACKGROUND AND POSITION OF THE PARTIES

As stated above the Port Huron Area School District and the Port Huron Association of Educational Secretaries have not reached an agreement in regard to wages and with any result occurring on July 1, 1973. The parties have been in negotiations since March, 1973, with some half a dozen meetings, plus additional times with a Mediator from the Michigan Employment Relations Commission. Following those meetings a request for fact-finding was initiated.

The request of the Association is for a 5.5% increase across the board. The Association states that it is willing to agree to a twenty cents (20¢) an hour increase which was granted to another bargaining unit, the Cooks and Custodians, plus a normal increment. The School District states that the 20¢ an hour increase is indeed a fact, but that in the case of the Custodians Union there are no increments, which on the other hand, are being requested by the Secretarial Association.

The School District in its exhibits and explanation of position maintains that the secretaries in the School District in salary compare extremely favorably to surrounding school districts and introduced Exhibit IV as an example:

# EXHIBIT IV

## COMPARABILITY

PORT HURON AREA SCHOOL DISTRICT and ST. CLAIR COUNTY DISTRICTS

	<u>WAGES</u>	<u>STEPS</u>	<u>SEV/Child</u>
<u>ALGONAC</u>	\$2.20/hr. 0\$3.60/hr.	5	\$25,684
<u>EAST CHINA</u>	\$2.75/hr. -\$4.31/hr.	8	\$50,929
<u>MARYSVILLE</u>	\$2.64/hr. -\$3.81/hr.	7	\$43,120
<u>YALE</u>	\$2.40/hr. -\$3.19/hr.	3	\$17,256
<u>MEMPHIS</u>	\$2.25/hr. -\$3.40/hr.	2	\$14,951
<u>PORT HURON</u>	\$2.48/hr. -\$4.11/h4.	6	\$17,633

The Board says further that as is shown in EXHIBIT IV, and EXHIBIT "C" that it in fact has added Step G which would be a 5.5% increase including increments. The Boards argument throughout these negotiations is that the increments requested by the secretaries have been included in its competitive increases.

The Association points out that this is the first time since and before collective bargaining that increments have not been included as a part of any

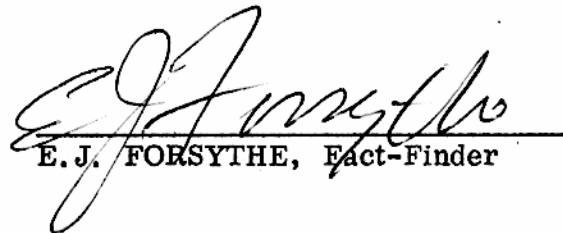
salary increase. The Association says that in fact only fifty per cent of its membership, some forty employees out of approximately eighty employees would in fact be eligible for such an increment.

#### DISCUSSION

The School Steps and salaries remaining therein are a credit to the Port Huron School District and hopefully as a result for a better educated group of young people who will bring credit not only for themselves, but for the Port Huron community and the nation.

The parties are in fact not in disagreement to any extent at all. All matters at reopenment have been resolved, and so can the matter of the increments in the secretaries annual salaries. Since about fifty per cent, but in fact, forty viable persons involved, this Fact-Finder's recommendation is that the same increase be granted the secretaries as was granted to other unions, or to simplify it and to say for this period and under this Contract a 5.5% pay increase for those employees. The recommendation is for the life of this Contract ONLY, and does not recommend a so-called "grandfather clause", but one realized here and now, and in subsequent Contracts for an increment set and apart from the negotiated salary raise would have to be so specified. The recommendation for the reasons set forth should be effective July 1, 1973.

The School District is to be complimented in attracting such a highly skilled group of people in this very important classification; assistance is necessary in maintaining the standards of a first-rate school system. By comparison, the very highly skilled members of the Association would do well to understand that its increments under this Contract period will be continued to be compared to those gained by other employee organizations in future Contracts as to all financial benefits.



E.J. FORSYTHE, Fact-Finder

January 3, 1974