

*Detroit - goes back*

1 73 FF 5/8/73  
354

STATE OF MICHIGAN  
DEPARTMENT OF LABOR  
EMPLOYMENT RELATIONS COMMISSION

In the Matter of

BOARD OF COUNTY ROAD COMMISSIONERS,  
WAYNE COUNTY

Michigan State University  
LABOR AND INDUSTRIAL  
RELATIONS LIBRARY

-and-

AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES  
COUNCIL NO. 23  
LOCALS NO. 101, 834 and 1659

On March 15, 1971, the undersigned, Leon J. Herman, was appointed by the Employment Relations Commission as its hearings officer and agent to conduct a fact finding hearing relevant 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 Commission's regulations. Accordingly, and upon due notice, hearings were scheduled and held on July 7, 1971 and June 7, 1972. My findings of fact and recommendations were forwarded to the parties and to Michigan Employment Relations Commission on June 30, 1972. At the time, upon request of the parties, I retained jurisdiction as to several items of disputes still unresolved.

On November 1, 1972, I was requested by the parties to hold further hearings on the matter. The hearings were held on December 1, 1972 and January 5, 1973 in the offices of the Road Commission in the City-County Building, Detroit, Michigan.

*Wayne County Board of Road Commissioners*

Joseph N. Hartmann, Director of Administration; Thomas J. Fidge, Assistant Director of Administration; Austin Myers, Director of Employee Relations and Thomas Bednarski, Personnel Technician attached to the Wayne County Civil Service Commission, appeared on behalf of the Commission.

William E. Van Eck, Field Coordinator, Council No. 23; Richard McMillan, President, Local No. 101; Daniel T. Shank, Committeeman, Local No. 101; Michael Stelmack, Radio Technician III, and Leonard G. Cranston, Vice President, Local No. 101, represented the Unions.

In the original hearing, I had proposed that salaries for Radio Technicians I, II and III be increased. I recommended that the requests of the Time Analysts and Time Analyst Trainees be rejected. In the matter of Equipment Repairmen and Equipment Repair Trainees I suggested that some, although not all, of the employees in the equipment repair classifications do specialized work requiring greater skills which should be compensated by a better rate of pay. Because of the paucity of testimony with respect to this issue I referred the matter back to the parties for re-negotiation.

In the renewed hearings, additional testimony was offered by the Union with regard to higher wages of radio technicians in the Detroit Police and the Wayne County Sheriff's Departments. Mr. Bednarski explained that radio technicians in the Sheriffs Department are police officers first and technicians afterwards. All attend the Police Training Academy and all are qualified to take

over any police operation not requiring specialized training. A sheriff Captain-Technician receives \$365.00 over the standard Captain's rate. All must carry weapons.

As to Time Analysts it was argued that they are equated with the Clerk V classification. They are presently at the Clerk IV level. Clerks are channeled in only one direction in the fields of personnel, payroll and maintenance, whereas Analysts must have knowledge and training in more than one area. Their degree of responsibility is much higher and the record of accuracy in their work must be superior. They must have knowledge of many accounts and where to allocate the particular items. Their work requires checking of reports from field operatives.

In the field of Equipment Repairman, the Commission argued that the work is no different than that done by State and Detroit automotive mechanics. The jobs are substantially identical and the rates should be and are comparable.

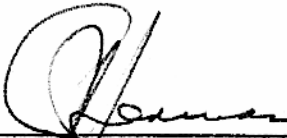
At the close of the hearings it was arranged that the Commission would re-investigate the salary ranges and make a proposal by January 20th. On the date of January 19th, it made the following offer in writing:

1. Radio Technician I  
Present Salary: \$11,583 - \$11,943 - \$12,303 - \$12,663 - \$12,854  
Proposed Salary: \$12,000 - \$13,300 - \$13,600 Effective January 1, 1973.
2. Radio Technician II  
Present Salary: \$14,199 Flat Rate  
Proposed Salary: \$14,400 - \$14,700 - \$15,000 Effective January 1, 1973.

3. Radio Technician III  
Present Salary: \$15,839 Flat Rate  
Proposed Salary: \$16,000 - \$16,300 - \$16,600 Effective January 1, 1973.
4. Time Analyst No Adjustment.
5. Time Analyst Trainee No Adjustment.
6. Equipment Repairman No Adjustment.
7. Equipment Repair Trainee No Adjustment.

I have since been advised by Mr. McMillan that the union locals involved have agreed to accept the Road Commission's proposal at this time, with the understanding that further adjustments would be sought in negotiations for a new contract. This report was to be confirmed to me in writing, but has not as yet been received.

I recommend that the proposal of the Board of Wayne County Road Commissioners as above outlined be accepted for the duration of the current collective bargaining agreement between the parties.

  
Leon J. Herman, Fact Finder

Southfield, Michigan  
May 8, 1973