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STATE OF MICHIGAN
DEPARTMENT OF LABOR
BUREAU OF EMPLOYMENT RELATIONS

CHEBOYGAN AREA SCHOOLS

and

MERC Case No. G89 L-0700

NORTHERN MICHIGAN EDUCATION
ASSOCIATION MEA-NEA

FACT FINDERS RECOMMENDATION

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THRUN, MAATSCH AND NORDBERG, P.C.

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DISPUTE

Having been appointed as the fact finder in this matter by the Michigan Employment Relations Commission pursuant to its statutory authority under the Public Employment Relations Act, MCL 423.201 et seq., the hearing in this matter was convened Sunday, September 17, 1989, at approximately 1:00 p.m. The hearing in this matter was expedited because of the existence of a work stoppage and the need to have this matter addressed in fact finding to facilitate an agreement between the parties and a return to work by the bargaining unit as soon as possible for the commencement of school in the Cheboygan Area Schools. Having heard the statement of the issues by both parties and a discussion of their respective positions, the recommendation hereinafter set forth is made for the purpose of an expedited settlement between the parties for the period of one (1) year and is made without any finding or comment regarding the merits of the positions taken by either party. The recommendation is made as a compromise for the purpose of an immediate resolution of the dispute so that school may commence on September 18, 1989. It is the hope of the fact finder that during the one (1) year period of settlement the parties may obtain and acquire a better understanding of the financial situation of the School District and the issues which prompted this dispute such that an agreement for future years may be reached without the conflict and controversy surrounding the instant dispute.

THRUN, MAATSCHE AND NORDBERG, P.C.

RECOMMENDATION

Contract Duration: One (1) year.

Salary Schedule: Six percent (6%) increase in Schedule A fully effective for the 1989-90 school year. An additional one percent (1%) increase in Schedule A effective June 30, 1990 which will adjust Schedule A salary rates but will not be paid retroactively for the 1989-90 school year.

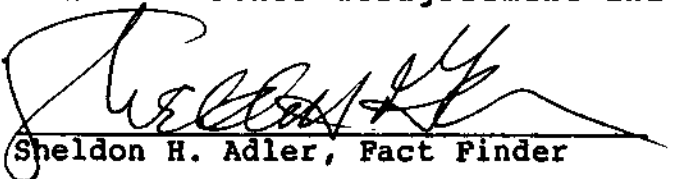
Insurance: As soon as possible implement a selection among MESSA Supercare I and an equivalent Blue Cross/Blue Shield or School Employers' Trust Plan to be fully paid by the Employer. Individual and family deductible amounts to be paid by the employer.

Calendar: Implement a 182 work day, 180 student instruction day calendar.

Retirement: Increase the retirement provision as per the mutual position of the parties.

All other issues to be resolved according to the tentative agreements previously reached between the parties or remain according to the previous collective bargaining agreement.

THIS RECOMMENDATION is made with the hopes that it will be acceptable to both parties without further disagreement and resolve the dispute immediately


Sheldon H. Adler, Fact Finder

CGJ;092789-CGJ-G-1