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February 25, 1993

Shlomo Sperka
Executive Director
Michigan Employment Relations Commission
14th Floor - 1200 Sixth Avenue
Detroit, MI 48226

RE: Traverse City Public Schools -and-
MEA/Secretaries/Clerks/Assistants
MERC Case No. G91 B-0741/Fact Finding

Dear Mr. Sperka:

Enclosed please find the Recommendation and my Statement in the
above-referenced fact finding.

Thank you for your continued assistance.

Sincerely,



Mark J. Glazer

MJG/bl
Enc.

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FACT-FINDER'S RECOMMENDATION

February 20, 1993

Dues, Fees, & Deductions (Section 4)

Current contract language.

Grievance Procedure (Section 5)

Current contract language except delete the annually appointed committee of six people and continue non-binding mediation as the final step.

Emergency School Closing (Section 20)

Sub-Section 20.2 - Will allow the use of sick leave for employees not required to report (maximum of two snow days annually), and employees who did not get paid for those two days by the use of sick leave during 1992/93, will be allowed to request such payment retroactively for 1992/93.

Business Leave (Section 24)

Current contract language.

Health Care Benefits (Section 35)

Current contract language except ten-month employees cap moved to \$40,000 annually rather than \$35,000.

Employee Salary Schedule (Section 37)*

Employees will receive retroactive pay (limited to active employees as of March 1, 1993, and those who have retired and are drawing retirement pay under MPSERS) for the twenty month period prior to March 1, 1993 (July 1, 1991-February 28, 1993) by multiplying earnings as a bargaining unit member for that period of time by 3%.

Example - If an employee earned a total of \$15,000 for the twenty months, the one-time payment would equal \$450.00. The 3% retroactive pay will not be computed on retirement pay (Section 39) received by retirees.

The salary schedule for March 1, 1993, through June 30, 1993, will be increased by 6% over the 1990/91 salary schedules across the board. Classifications include eight steps in each classification except one and two. Classification two will contain five steps and classification one will contain two steps (step one and step five).

Longevity and perfect attendance stipend will remain as in present contract.

- * It is understood that the July 1, 1991, through February 28, 1993, period for ten-month employees will conclude with the payroll on March 12, 1993. Therefore, the earnings for ten-month employees can not be computed until after the March 12, 1993, payroll period.

Job classifications (Section 36)

As per the Board of Education proposal dated January 25, 1993.

Term of Agreement (Section 40)

Contract will expire June 30, 1993.

The Fact-finder recommends representatives of both bargaining teams submit this report to their respective boards for consideration. Further, the fact-finder recommends this recommendation not be released to the media until both parties have had at least two weeks in which to consider approval and ratification.



Mark Glazer, Fact-finder

2/20/93

Date