

1886
MICHIGAN EMPLOYMENT RELATIONS COMMISSION

In the Matter Of:

CHARTER TOWNSHIP OF OSCODA

Employer,

-and-

MERC ACT 312

Case No. L92 B-0877

**POLICE OFFICERS ASSOCIATION
OF MICHIGAN,**

Union.

COMPULSORY ARBITRATION

Pursuant to Act 312, Michigan Public

Act of 1969, as amended

STIPULATED AWARD

Arbitration Panel

**Peter D. Jason
Arbitrator/Chairman**

**William S. Leichtman
Oscoda Township Delegate**

**Kenneth Grabowski
POAM Union Delegate**

STIPULATED AWARD

The parties have agreed on the following terms of the contract:

TERM OF CONTRACT: The contract term will begin January 1, 1992 and extend through December 31, 1996.

WAGES: Wage increases will be as follows:

January 1, 1992	-	three percent
January 1, 1993	-	three percent
January 1, 1994	-	three percent
January 1, 1995	-	three percent
January 1, 1996	-	three percent

Shift Premium (Article 21 of the current contract)
will be eliminated effective January 1, 1995.

PENSION: The pension plan for the individuals in the bargaining unit will be changed to the MERS pension plan B-3, 25-and-out. This plan will be implemented as soon as reasonably practicable.

The individuals in the bargaining unit will contribute one percent of W-2 wages to offset the cost of the pension plan to the Employer, and the one percent contribution will begin April 1, 1996.

All monies which have been contributed by Oscoda Township or by the employees to the AETNA pension plan shall be transferred to the MERS plan. These monies shall be used to reduce the Township's funding obligation to the MERS plan.

Credited service time for the MERS plan shall be from the employee's most recent date-of-hire with Oscoda Township.

The following provision will be placed in the Grievance Procedure in the collective bargaining agreement.


SPECIAL CONFERENCE PROVISION: Either party may request a special conference with regard to a pending grievance or other matter. In the event that such a special conference is requested, the Township Superintendent and Chief of Police shall meet with the Union Steward, Union Representative and the aggrieved party, within ten days or such time as is mutually agreed between the parties. A special conference shall not delay the processing of the grievance or the time limits set therein, unless mutually agreed to by the parties.



Peter D. Jason
Arbitrator/Chairman



William S. Leichtman
Oscoda Township Delegate



Kenneth Grabowski
POAM Union Delegate

DATED: September 15, 1994