

STATE OF MICHIGAN

DEPARTMENT OF LABOR

**BUENA VISTA CHARTER TOWNSHIP
(FIREFIGHTERS UNIT)**

- and -

TEAMSTERS LOCAL 214

**ACT 312 ARBITRATION
CASE NO: L98 I-3025**

CO APR - 6 AM 10:27
MICHIGAN
COMMISSION
DETROIT

OPINION AND ORDER OF ARBITRATION PANEL

These proceedings were commenced pursuant to the provisions of the Police-Firefighter Arbitration Act, being Act 312 of the Public Acts of 1969, as amended, of the State of Michigan, and this Opinion and Order are made and entered pursuant to the provisions of said Act 312, as amended.

This Opinion and Order is adopted as the Opinion and Order of the arbitration panel hearing this matter by those members affixing their signatures hereto at the end of this Opinion and Order.

On November 11, 1999, at 10:30 a.m., in the forenoon of said day, at the law office of Jensen, Gilbert, Smith and Burrelo, P.C., located in Saginaw, Michigan, the parties hereto and members of the arbitration panel met for a preliminary arbitration conference prior to the formal opening of the hearing. The arbitration panel consisted of Les Barrett, member appointed by Teamsters Local 214, Peter C. Jensen, Esquire, member appointed by Buena Vista Charter Township and Thomas Gravelle, Esquire, appointed as Chairperson by the Michigan Employment Relations Commission.

The record was properly opened on February 25, 2000. Through diligent effort and serious, good-faith bargaining, before the record was formally suspended, the parties arrived at

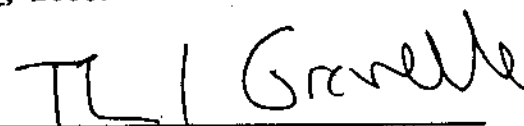
a stipulated order with respect to wages for 1999 and 2000. The stipulations of the parties covering these issues, are set forth as follows:

1. The wages for 1999 shall be frozen at the 1998 rates.
2. The wages for all classifications and levels within each classification be increased by four percent (4%) from the 1998 rates.
3. The employees be paid retroactive to January 1, 2000 for all hours paid.
4. Article VII be modified to provide payment of time and one-half (1 1/2) for all hours worked by an employee on a Township holiday.
5. It is agreed by the parties that this settlement will not be the cause of any layoff of any bargaining unit members for the term of this Agreement.

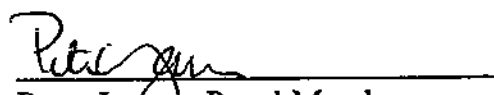
ORDER

Based upon the above stated opinion it is the Order of the Arbitration Panel in these proceedings that the stipulation agreement be and the same hereby is adopted as the Order of this panel with respect to the wage issue submitted to it in these proceedings.

Entered this 20th day of March, 2000.


Thomas Gravelle, Chairperson


Les Barrett, Panel Member


Peter Jensen, Panel Member