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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
FACT FINDING

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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION

BARRY COUNTY

-and-

BARRY COUNTY COURT EMPLOYEES
ASSOCIATION

MERC Fact Finding
Case No. L05 H-7007

Report and Recommendations

Thomas L. Gravelle, Fact Finder

September 6, 2006

The fact finding hearing of this matter was noticed to be heard at 10:00 A.M. on Thursday, August 24 and Friday, August 25, 2006 in Hastings, Michigan.

The hearing convened on Thursday, August 24, 2006. Present for the Employer was Peter A. Cohl, Esq. Present for the Association was Jayne M. Flanigan, Esq. and Robert White, Esq.

At the hearing, the parties eventually proposed on the record a series of joint recommendations to resolve all of their disputed issues. These joint recommendations have been transcribed by Court Reporter Diane Bennett in her 16 page transcript dated August 28, 2006.

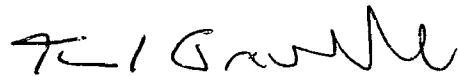
I have reviewed the parties' joint recommendations set forth in the above transcript. I stated at the conclusion of the August 24 hearing, "I am proposing today that the parties adopt the joint recommendations." Today, I renew my recommendation that the parties' joint recommendations be adopted.

I hereby incorporate by reference the 16 page transcript dated August 28, 2006, and accompanying exhibit.

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MERC has explained that "factfinding is an integral part of the bargaining process." County of Wayne, 1985 MERC Lab Op 244; 1984 MERC Lab Op 1142; *aff'd* 152 Mich App 87 (1986). The fact finder's report reinstates the bargaining obligation and should be given serious consideration. City of Dearborn, 1972 MERC Lab Op 749.

Respectfully submitted,



Thomas L. Gravelle
Fact Finder