

MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

BUREAU OF EMPLOYMENT RELATIONS

PETITIONING PARTY:
UNITED STEELWORKERS DISTRICT 2
LOCAL UNION 9521

and

RESPONDING PARTY:
SAGINAW INTERMEDIATE SCHOOL DISTRICT

MERC CASE NO.: L17- G-0594

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMM.
DETROIT OFFICE

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FACT FINDER'S REPORT

Pursuant to Michigan Labor Mediation Act (P.A.176 of 1939 as amended)
[MCL 423.1, et seq], and
Public Employment Relations Act (P.A.336 of 1947 as amended)
[MCL 423.201, et seq]

Fact Finder

Barry Goldman

Advocates

Employer Advocate: Masud Labor Law Group by Joshua J. Leadford
Union Advocate: Bryan Fisher

PETITION(S) FILED:	September 28, 2017
PANEL CHAIR APPOINTED:	October 31, 2017
SCHEDULING CONFERENCE HELD:	November 3, 2017
HEARING DATE(S) HELD:	No hearing was held. Briefs filed February 14, 2018
REPORT ISSUED:	March 2, 2018

1. INTRODUCTION AND BACKGROUND

The Saginaw Intermediate School District ("SISD") is a regional school district located in Saginaw, Michigan, which coordinates with local Boards of Education to provide supplemental educational services, such as Head Start and special education, to meet the needs of its constituent school districts. United Steel Workers Local 9521 (the "Union") represents certain support staff, including transportation, maintenance/custodial, secretarial, food service, technician, paraprofessional, and transitions center job coaches.

Because the SISD and Union have been unable to reach an agreement on the issues of wages, longevity pay, working conditions, and employee dress code, these unresolved issues have been referred to fact-finding by Union petition.

The parties and the Fact Finder agreed to proceed under R 423.136(2)(b): "A hearing is not necessary, and a fact finding report shall be based on the exhibits and briefs filed by the parties." They also agreed, under R 423.137(d) to waive the requirement that the fact finding report contain "reasons and basis for the findings, conclusions and recommendations."

2. ISSUES BEFORE THE PANEL

A. Wages

The Employer proposes 1% increases to top step only for each classification for the first year of the contract. Annual wage reopens thereafter.

The Union proposes raises for all Employees and all step levels of \$0.75/hour upon ratification and \$0.50/hour for the 2 subsequent years, and releasing steps.

The Fact Finder recommends an across-the-board increase of 1% in each year.

B. Longevity

The Union has proposed to add a step to the longevity provision so that employees with ten (10) or more years of service would be entitled to one (1) longevity day.

The Employer proposes the status quo.

The Fact Finder recommends the status quo.

C. Snow Days

The Union proposes to add a snow day.

The Employer proposes the status quo.

The Fact Finder recommends the status quo.

D. Dress Code

The Union proposes a \$200 annual clothing allowance.

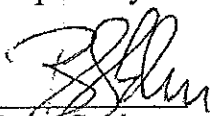
The Employer proposes the status quo.

The Fact Finder recommends a \$200 annual clothing allowance.

6. SUMMARY OF RECOMMENDATION

ISSUE	RECOMMENDATION
Wages	1% increase across-the-board each year
Longevity	Status Quo
Snow Days	Status Quo
Clothing Allowance	\$200 Annual Clothing Allowance

Respectfully submitted,


Barry Goldman
Fact Finder
March 2, 2018