

5/79 arb

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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
DETROIT OFFICE

IN THE MATTER OF
ARBITRATION
BETWEEN

City of Greenville

Michigan Employment
Relations Commission

-and-

Act 312

F.O.P. Lodge 149
Montcalm County

Michigan State University

LABOR AND INDUSTRIAL Case No. G78 F964

RELATIONS LIBRARY

Pursuant to the direction of the Michigan Employment Relations Commission, appointing the undersigned as Arbitrator to serve as Chairman of a panel of Arbitrators in a dispute involving contract negotiations in the above matter, a hearing of a preliminary nature was held in Greenville on April 30, 1979. At that hearing the undersigned, together with Mr. Alfred Fortino, Attorney for the Union, and Mr. Gene Alkema, Attorney for the City, comprised the panel of Arbitrators. At this preliminary hearing, after extensive discussion by the parties, the parties did agree to stipulate and the panel concurred in that stipulation of all remaining terms and conditions that were necessary to resolve the contract issues that had been in dispute in the above matter. In consequence of the above, the Award of the panel is as follows:

Greenville; City of

Bychinsky, S. Eugene

No. 1 - Length of Contract

The contract will be a three (3) year contract, commencing July 1, 1978, and continuing to 11:59 p.m., June 30, 1981.

No. 2 - Wages

The following schedule applicable to all bargaining unit members will apply.

July 1, 1978	-	8%
January 1, 1979	-	1%
July 1, 1979	-	8%
January 1, 1980	-	1%
July 1, 1980	-	8%

These wage increases will have accumulative effect and will be applicable to the present salary schedule and apply to each step of that schedule.

No. 3 - Holidays

One-half (1/2) day will be added to Good Friday, effective 1978-79 (back pay will be awarded, payable in December, 1979, for the 1978-79 fiscal year). Birthdays will be an added holiday in the fiscal year 1980-81, payable December, 1981.

No. 4 - Vacations

For the 1978-79 contract year, to be taken during the calendar year 1979, one-half (1/2) day for each full month worked for the first calendar year; twelve shift days per year beginning the second calendar year of employment; thirteen shift days per year beginning the fifth calendar year of employment; eighteen shift days per year beginning the eleventh calendar year of employment; and twenty-three

shift days per year beginning the twenty-first calendar year of employment.

No. 4 - Vacations - Continued

Effective July 1, 1980, for vacations to be taken in 1981; twelve shift days per year beginning the second calendar year of employment; fourteen shift days per year beginning the fifth calendar year of employment; nineteen shift days per year beginning the eleventh calendar year of employment; and twenty-four shift days per year beginning the twenty-first calendar year of employment.

No. 5 - Shift Premium

Ten Cents (\$.10) for afternoon shift and twenty cents (\$.20) for midnight shift to all full time employees assigned to shifts permanently, effective July 1, 1978.

No. 6 - Major Medical

Added July 1, 1979, fully paid by the City.

All other issues as previously agreed upon by the parties will remain as agreed upon and considered part of this award.

The parties expressly stipulated a waiver of a Court reporter for this award, and agreed that it would be an award that had been stipulated by the parties, and agreed to by the undersigned panel.

Eugene Bychinsky
Bychinsky, S. Eugene