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6/28/74
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Kalkaska County

STATE OF MICHIGAN

ARBITRATION UNDER ACT NO. 312

PUBLIC ACTS OF 1969, AS AMENDED

RECEIVED

JUL 9 1974

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
LANSING, MICHIGAN

In the Matter of the Statutory Arbitration between

TEAMSTERS LOCAL 214, LAW ENFORCEMENT
DIVISION, STATE, COUNTY AND MUNICIPAL
WORKERS, INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN
AND HELPERS OF AMERICA

6/28/74

-and-

KALKASKA COUNTY SHERIFF'S DEPARTMENT
COUNTY OF KALKASKA, MICHIGAN

ARBITRATION OPINION AND ORDERS

This arbitration is pursuant to Public Act No. 312, Public Acts of 1969, as amended by Act No. 127, Public Acts of 1972, providing binding arbitration for the determination of unresolved contractual issues in municipal police and fire departments.

By copy of letter dated February 8, 1974 directed to the Michigan Employment Relations Commission, the undersigned was advised of his appointment as Chairman of a Panel of Arbitrators to resolve disputed contractual issues existing between the parties. The other

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Walt, Alan

members of the Arbitration Panel are Harry R. Hall, Employer designated representative, and Paul Gully, Union designated representative. Pursuant to notice, a hearing was held in Grayling, Michigan, on April 10, 1974. Following the hearing and after receipt of the transcript of proceedings, the Panel Chairman communicated with Employer and Union representatives for the purpose of scheduling an informal meeting to discuss possible resolution of those issues remaining in dispute after the close of the April 10 hearing.

On June 21, 1974, the Arbitration Panel met in Traverse City, Michigan, and engaged in thorough settlement discussions. That meeting was not part of the formal arbitration proceedings and a stenographic record was not taken. Discussions continued between the Employer and Union panelists following the meeting, after which the Chairman was informed complete agreement had been reached on all unresolved issues and was requested to prepare a written opinion memorializing those understandings.

By way of background, it is noted that the parties have executed a three year collective bargaining agreement effective January 1, 1973, which provides for the renegotiation of economic issues in each of the second (January 1, 1974) and third (January 1, 1975) years. These proceedings pertain solely to economic issues reopened on January 1, 1974. At the commencement of the April 10 arbitration

hearing, the following areas were presented to the Panel: wages; cost of living; sick leave accumulation; maintenance of uniforms; holiday and premium pay; overtime rate; and vacations. At the close of that day's hearing, the Union withdrew demands for sick leave accumulation, holiday and premium pay, and overtime, leaving in issue only wages, cost of living, maintenance of uniforms and vacations. Parenthetically, agreement was announced in the course of the hearing concerning holiday and overtime pay rates, which understandings will be set forth below.

As a result of agreements reached at the June 21 meeting and in discussions held immediately thereafter, the Union's demands for uniform maintenance, increased vacation, and cost of living were also withdrawn.

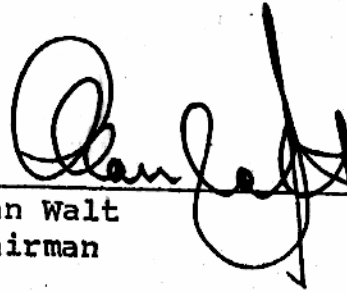
The settlement achieved by the parties has been reviewed by the Arbitration Panel, and it is the Panel's finding that they be ordered into effect as set forth hereinafter.

ORDERS

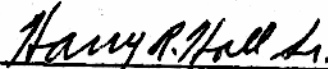
1. That effective January 1, 1974, the classification of deputy sheriff shall receive \$3.58 an hour.
2. That effective July 1, 1974, the classification of deputy sheriff shall receive \$4.05 an hour.

3. That the rates of pay for lieutenant and captain shall be increased over their respective 1973 rates in the same proportion as the increase granted to deputy sheriffs, with identical effective dates.
4. That bargaining unit members who work on a contractually designated holiday shall be paid time and one-half the straight rate of pay therefor in addition to payment received for that holiday provided, however, there shall be no duplication or pyramiding of premium payments. This order shall have retroactive effect to January 1, 1974.
5. That bargaining unit members who work overtime shall be paid time and one-half the straight rate of pay therefor. This order shall have retroactive effect to January 1, 1973.

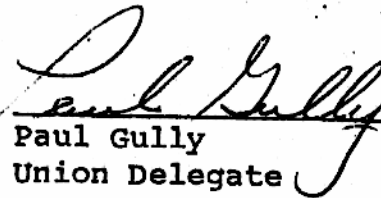
The Arbitration Panel has met in executive session to review the preceding opinion and orders. The signature of each, annexed hereto, indicates his concurrence in the preceding orders of the Panel.



Alan Walt
Chairman



Harry R. Hall, Sr.
Employer Delegate



Paul Gully
Union Delegate

DATED: June 28, 1974