

AUG 3 1976

AWARD

The Arbitration Panel in this matter was convened pursuant to Act No. 312, Michigan Public Acts of 1969, as amended, to hear and decide interest issues in dispute between the City of Manistee and the Manistee Firefighters, Local 645, I.A.F.F. Arbitration hearings were scheduled for October 22, 1973 and, if necessary, October 23, 1973. The hearing was conducted on October 22, 1973 at City Hall, Manistee, Michigan.

During the hearing the parties stated for the record that of eight issues which had been in dispute agreement was reached on all but one issue. However, when these agreements were presented at hearing a disagreement surfaced as to the understanding of one of the parties' dispositions. The parties engaged in additional negotiations and subsequently reached accord on all issues in dispute.

The Arbitration Panel unanimously adopts the agreements of the parties and incorporates same into its award. The Panel's Arbitration Award is based upon the agreements between the City of Manistee and the Manistee Firefighters, Local 645, I.A.F.F., as stipulated at hearing on October 22, 1973. The parties are directed to implement this Award and to revise their prior agreement (dated January 16, 1973) in order that it comports with the provisions of this Award. The Award is as follows:

ISSUE #1 - DURATION

The Agreement will be effective for the two year period - July 1, 1973 through June 30, 1975 and unless otherwise stated, provisions are to be retro-active to July 1, 1973.

ISSUE #2 - WAGES

The wage schedule (Wages for Period July 1, 1972 to June 30, 1973) is to be increased by seven percent (7%) for the period July 1, 1973 to June 30, 1974, the first year of the Agreement.

Effective July 1, 1974, the wage schedule in effect during the first year of the Agreement is to be increased by six percent (6%) for the period July 1, 1974 to June 30, 1975, the second year of the Agreement.

ISSUE #3 - LONGEVITY PAY

Longevity Pay is to be revised to provide ten dollars (\$10.00) per year of service for employees with one or more years service up to a maximum of twenty-five (25) years service.

The following is illustrative of this revision:

<u>Service</u>	<u>Pay</u>
One (1) year	\$10.00

Three (3) years	\$30.00
Eighteen (18) years	\$180.00
Twenty-six (26) years	\$250.00 (maximum)

ISSUE #4 - VACATION

Upon completion of twenty-five (25) years' service, employee shall be entitled to five (5) weeks vacation with pay.

ISSUE #5 - SICKNESS and ACCIDENT

Effective July 1, 1974, the Weekly Disability Insurance, Sickness and Accident benefit will be increased to sixty (\$60) dollars per week.

ISSUE #6 - FOOD ALLOWANCE

The Union withdrew its proposal on Food Allowance.

ISSUE #7 - SICK LEAVE

Employees shall earn sick leave at the rate of one (1) day per month, such day to be equivalent to eight (8) hours of sick leave accumulation. Time taken off by an employee for the purpose of sick leave will be charged against the employee's paid sick leave account at the rate of three (3) days or its

equivalent of twenty-four (24) hours for each duty period (duty day) missed.

However, if the employee is absent on consecutive duty periods the first duty period absence will be charged as described above (3 days or 24 hours) and subsequent duty period absences will be charged at the rate of two (2) days or its equivalent of sixteen (16) hours.

The following is illustrative of the method of charging sick leave absences:

<u>Date</u>	<u>Employee Status</u>	<u>Charged against Sick Leave</u>
October 22	Scheduled Duty Period (absent)	3 days (24 hours)
October 23	off	no charge
October 24	off	no charge
October 25	Scheduled Duty Period (absent)	2 days (16 hours)
November 22	Scheduled Duty Period (absent)	3 days (24 hours)

ISSUE #8 - HOLIDAYS

Presently ten (10) holidays are contractually recognized on the basis of the employees receiving compensatory time off as the benefit flowing therefrom. Compensatory time off has been calculated on the basis of straight time rate. Employees are to continue to receive the ten (10) holidays but the compensatory time off benefit will be calculated on the basis of time-and-one-half rate for each holiday.

This concludes the Arbitration Panel's Award in the above matter.

John H. Stamm
John H. Stamm, Impartial Chairman

John E. Hart
John E. Hart, City Designee

Jerome Tomaszewski 11-2-73
Jerome Tomaszewski, Union Designee

October 24, 1973
Ann Arbor, Michigan