

501

3/8/75
ARB

Manistee, County of

County of Manistee
and
Manistee County
Deputy Sherrifs Association

3/8/75

Compulsory
Arbitration
Per Act 312, 1969
State of Michigan

Arbitration Panel

S. E. Bychinsky - Chairman
Harry D. Hagstrom - Employee Delegate
Charles L. Hitesman - Employer Delegate

LABOR AND INDUSTRIAL
RELATIONS LIBRARY
Michigan State University

JUL 29 1976

Pursuant to Act 312, 1969 of the State of Michigan, the parties above identified have convened a panel of Arbitrators, also above identified, for the purpose of evolving an agreement between the parties for the Calendar year 1975. The Employer and Employee each appointed a Delegate to serve on the Panel of Arbitration, as provided for in Act 312, and the Michigan Employment Relations Commission duly appointed the chairman.

A Hearing was then ordered to be convened within 15 days of notice of appointment of the chairman, and was, in fact, held commencing at 10:00 A.M. on March 3, 1975 in the Circuit Court Room in the County Building in Manistee, Michigan.

Present at the Hearing, as provided for in Act 312 (423. 236), a verbatim record of the proceedings was made and this record is on file at the office of the Michigan Employment Relations Commission.

It is the unanimous recommendation of the Arbitration Panel that the following terms and conditions be incorporated into the contract between the Manistee County Deputy Sherrifs Association and the County of Manistee for the year 1975:

1. All new hires including employees hired solely for dispatching will attend police school, at the employers expense.
2. All deputies (and dispatchers hired after this date) when practical, will be scheduled to attend police officers training school at the employers expense.
3. A full agency shop: and employees who do not join the union, must, as a representation fee, pay each month an amount equal to the amount charged other employees as a representation fee.

4. At the bargaining table, the employer and the union will be entitled to equal sized bargaining teams.
5. Effective in November of 1975, the Friday after Thanksgiving will be a paid holiday.
6. Employer will pay the premiums for full family hospitalization insurance coverage and will furnish each employee (for that employee only) \$6,000 in life insurance, the life insurance to be effective not later than April 15, 1975. The \$6,000 life insurance will cover all full time and regular part time employees who are included in the bargaining unit.
7. The County will furnish a defense for a deputy who is sued civilly as a consequence of his engagement in police activity whether on duty or off duty.
8. The County will reimburse the use of personal pick up trucks at the rate of 18¢/mile.
9. Bereavement leave with pay, for the specified categories of relatives, will be increased to 5 days leave where the funeral is outside the State of Michigan.

With respect to:

1. Wages
2. Retroactivity
3. Duration of Contract
4. Number of Sick Days Leave

these issues remained unresolved.

At the hearing the County of Manistee made the following final offer:

1. With respect to wages the county offered 10% increase, across the board, with respect to all wage rates.

2. With respect to retroactivity, the county offered a contract to be effective January 1, 1975, with the provision that the life insurance provided above would become effective not later than April 15, 1975.
3. With respect to the duration of the contract, the county offered a one year term, beginning January 1, 1975 and terminating on December 31, 1975.
4. With respect to the number of sick days, the county offered to increase the number of sick days to seven.

At the Hearing the union's last best offer coincided with the above last four enumerated statements. As the chairman concurred in all of the above issues, all of the above 9 items pertaining to working conditions, and the last 4 paragraphs pertaining to economic issues are concurred in, and it is so ordered.

Respectively submitted

S. E. Bychinsky
S. E. Bychinsky, Chairman

Harry Hagstrom

Charles L. Hitesman

3- 8- 75