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In the matter of the Act 312 Arbitration between
City of Monroe
and
Labor Council
Fraternal Order of Police

MERC Act 312
Case D86 B-239

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STATE OF MICHIGAN
BUREAU OF EMPLOYMENT RELATIONS
DEPT. OF LABOR

This arbitration was authorized by the provisions of Public Act 312 of the State of Michigan. Meetings on the matter were held on December 11, 1986 and again on January 29, 1987 both in the offices of the Michigan Employment Relations Commission. The Union was represented by Mr. Mitchell Ribitwer, Attorney, and the Employer by Mr. Paul Townsend, Attorney. Mr. Ronald Santo, Attorney, represented the Employer on December 11, 1986 in the temporary absence of Mr. Townsend.

The panel consisted of the undersigned as Chairman, Mr. Brian Smith as the Union's representative and Mr. Joseph Lybik as the Employer's representative.

Mr. Philip Liburdi recorded and transcribed the proceedings of the hearing.

The parties at the first hearing stipulated to the jurisdiction of the Act 312 panel and waived all jurisdictional time limits. Other stipulations^{ON} were made concerning ground rules for the subsequent hearing.

Attempts were made by the parties to settle the issues in dispute. These attempts were continued in the second meeting and a settlement was concluded successfully.

A stipulated settlement was entered in the record. The details are as follows: (Note: The issues covered below follow and are identical with the issues specified in the Petition for Arbitration filed by Union with the Michigan Employment Relations Commission dated August 18, 1986.)

Issue 1. "City request for exclusion of hours paid, but not worked, for vacation, holidays, personal days and sick days from being considered as hours worked for computation of overtime."

Stipulated Award: Request denied. It should be noted that in this connection the parties had agreed prior to the arbitration that officers who leave on-duty assignments due to illness will be charged appropriate sick time until the end of their shift.

Issue 2. "Wages"

A three-year contract effective July 1, 1986. Effective July 1, 1986 a wage increase of four percent retroactive to that date. Effective July 1, 1987, a further increase of four percent. Effective July 1, 1988, a further increase of four percent.

Issue 3. "Shift Premium"

Stipulated Award. Denied. No change.

Issue 4. "Increase in Longevity"

Stipulated Award: Effective July 1, 1986, Longevity pay schedule to be amended to provide after five years to ten years the longevity payment will be equal to \$15 multiplied times the number of years of service.

After ten years to 20 years, the longevity payment will be equal to \$20 multiplied by the number of years of service. After 20 years of service the longevity payment will be equal to \$25 multiplied by the number of years of service. Effective July 1, 1987, the payments will be increased as follows:

Five to ten year group increased from the former \$15 to \$20 multiplied by years of service.

Ten to 20 year group increased from the former \$20 to \$25 multiplied by years of service.

Over 20 year group increased from the former \$25 to \$30 multiplied by years of service.

Effective July 1, 1988, the payments will be increased as follows:

Five to ten year group increased from \$20 to \$25 multiplied by years of service.

*Ten to 20 year group increased from \$25 to \$30 multiplied by years of service.

Over 20 year group increased from \$30 to \$35 multiplied by years of service.

Issue 5. "Increase in Vacation"

Stipulated Award: Denied. No change in current benefit.

Issue 6. "Increase Sick Bank to 150 Days"

Stipulated Award: No change in sick leave plan.

Weekly benefit under the sickness and accident insurance (Article Six, Section Eight) will be increased from present level of \$100 to \$150.

*The parties ^{UR}concern that the reference to this item in the transcript is incorrect.

Issue 7. "Improved Optical Plan"

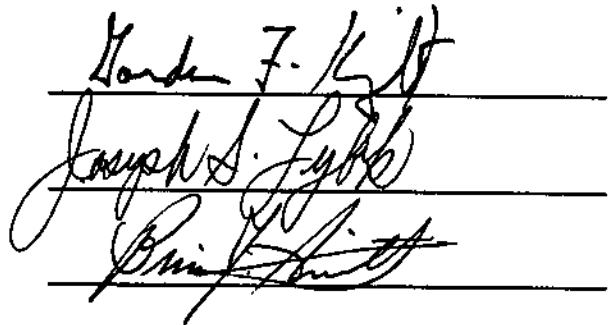
Stipulated Award: No change in current benefit.

Issue 8. "Retroactivity"

Stipulated Award: Economic improvements retroactive to July 1, 1986.

In addition, all prior tentative agreements between the parties will be incorporated in the new agreement.

The foregoing represents all the outstanding issues specified in the arbitration petition and also all those remaining between the parties. The Chairman commends the parties and expresses his appreciation to his colleagues on the panel.



February 17, 1987