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STATE OF MICHIGAN
DEPARTMENT OF LABOR
EMPLOYMENT RELATIONS COMMISSION

9/20/85

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In the Matter of the Arbitration
between:

CITY OF MUSKEGON

and

MUSKEGON FIRE FIGHTERS UNION
LOCAL NO. 370, INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS

MERC Act 312 Case No.
G83 J-1644

SUPPLEMENTAL OPINION AND
AWARD OF ARBITRATION PANEL

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

A p p e a r a n c e s :

For the City:

Michael M. Knowlton
Attorney

For the Union:

Randall D. Fielstra,
Attorney

Panel Members:

Robert G. Howlett, Chairman
~~Michael J. Knowlton, for the City~~
Randall D. Fielstra, for the Union

On June 18, 1985, the Panel issued its Opinion and Award
in the above entitled case.

The Award provided in part as follows:

12. The Panel reserves jurisdiction for a period
of 60 days to clarify or interpret any provisions
of this Opinion and Award at the request of either
the City of Muskegon or Muskegon Fire Fighters
Union Local No. 370, International Association of
Fire Fighters.

13. The Panel also reserves jurisdiction for
a period of 60 days in the event the City of
Muskegon and Muskegon Fire Fighters Union Local
No. 370, International Association of Fire Fighters,
are unable to resolve the language to be included
in contract provisions with respect to Cost-of-Living
Allowance, Vacation, Residency and Probationary
Period.

Muskegon, City of

Pursuant to the reservation of jurisdiction, three issues were raised by the Counsel for the City and the Union and presented to the Panel.¹ The members of the Panel met on August 5, 1985 to discuss the questions which were so raised.

It was agreed by the members of the Panel that a Supplemental Opinion and Award of the Panel should be issued forthwith with respect to the Work Schedule and the Table Allowance.

Pursuant to agreement between all members of the Panel and Counsel for the City and Union, Item 2 of the Award is revised to read as follows:

2. Table Allowance. The last offer of the Union is adopted. The table allowance commencing January 1, 1985, shall be \$360.00 per year payable quarterly as now provided in Section 6 of Article VIII of the 1982-83 contract. Retroactive payments shall be made to employees entitled thereto.

Item 6 of the Award is amended to add to the item the following:

Pursuant to the discussion in the text above, the work schedules included in the City proposal shall be placed in effect not later than September 1, 1985.

Union Counsel raised a question as to the Pension Plan and Retirement (Item 5 in the Award), Counsel contending

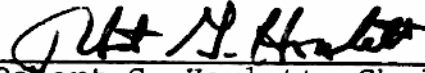
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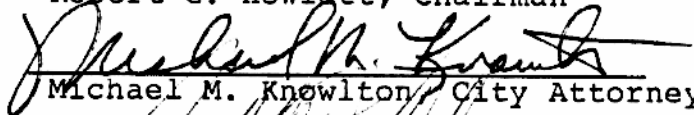
Other issues of clarification were discussed, but the Panel members appointed by the City and Union (who are also Counsel in the case) agreed on such issues.

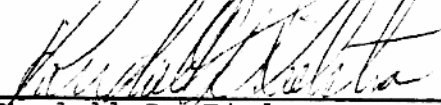
that the evidence does support the Union proposal whereby firefighters would accumulate pension benefits up to 70% for 25 years of service instead of the current cap of 50%. Counsel for the City contends (1) the evidence does support denial of the Union proposal and (2) the Panel may not reconsider a change in Item 5 of the Award.

The Chairman of the Panel, with the approval of the Panel members, directed that Counsel for the City and the Union submit statements on the Pension Plan and Retirement issue.

Issued at Grand Rapids this
20 day of Sept., 1985


Robert G. Howlett, Chairman


Michael M. Knowlton, City Attorney


Randall D. Fielstra, Union Attorney