M. DAVID KEEFE LABOR ARBITRATOR 17925 MARTIN ROAD ROSEVILLE MICHIGAN 48066

(\$13) PRESCOTT 7-2710

COMPULSORY LABOR ARBITRATION TRIBUNAL

Pursuant to Michigan Public Act #312 of 1969

In the Matter of the Arbitration between

Benzie County: Sheriff's Department

RE: Basic Labor

Agreement Settle-

ment

-and-

Teamsters Local #214

Report and Award prepared by M. David Keefe, Impartial Chairman of Arbitration Board; Appointed by MERC

Partisan Board Members

Union appointed Arbitration Board Member: Mr. Paul Gully County appointed Arbitration Board Member: Mr. Harold Wescott

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Prefatory Hearing Record

The hearing on the above captioned dispute took place on April 16, 1973 in conference quarters of the Benzie County Courthouse situated in Beulah, Michigan. In the course of the hearing, the parties were afforded full opportunity to present their positions on all items in dispute and to advance arguments in support thereof. Upon completion of the hearing, the Board of Arbitration went into executive session and, after consideration of each item at issue, rendered its award. The award in all of its parts was unanimous and was so officially recorded on the hearing record through the polling of the Board Members, all being present and voting.

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Certification of the Award

The parties to the aforementioned Labor Contract agreed to accept and abide by the Award as itemized in the transcript which reports the details and conditions of the settlement.

IN WITNESS WHEREOF the Arbitration Board Chairman affixes his signature hereto.

DATED: May 21, 1973

M. David Keefe, Arbatrator