

9/28/87

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Feb.

MICHIGAN EMPLOYMENT RELATIONS BOARD

Re:

Presque Isle County  
Board of Commissioners

and

AFSCME, Michigan Council #25

BEFORE DR. C.C. KILLINGSWORTH  
FACT-FINDER/ARBITRATOR

REPORT OF ~~FACT-FINDER~~/ARBITRATOR

All parties appeared at the offices of Michigan AFSCME,  
Lansing, Michigan, as noticed for the hour of 10:00 a.m.

APPEARANCES;

CLARY, NANTZ, WOOD, HOFFIUS  
RANKIN & COOPER  
500 Calder Plaza  
Grand Rapids, Michigan 49503  
by  
JOHN H. GRETZINGER, J.D.  
On behalf of Presque Isle  
County Board of Commissioners

DALE D. LATTA, J.D.  
AFSCME Staff Supervisor and  
LEONARD DEFENBAUGH, J.D.  
AFSCME Staff Representative  
1034 North Washington  
Lansing, Michigan 48906  
On behalf of Michigan AFSCME  
Council 25

ALSO PRESENT:

Anne Wirgau, Steward, Local #1325  
Joanne Budnik, Secretary/Treasurer, Local #1325  
Dorothy Darga, Chairperson, Local #1325  
Charles Rhode, Presque Isle County Commissioner  
Emil Blath, Jr., Presque Isle County Commissioner

*Presque Isle County*

*Killingsworth, C.C.*

After extensive on-the record and off-the record consultations and discussions with the Fact-Finder/Arbitrator and with each other, the parties arrived at the following:

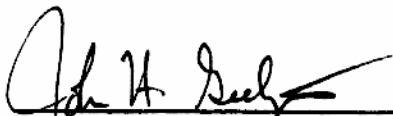
#### STIPULATION

1. Modify Article 33 to read: Single subscriber, \$58.60; two person, \$131.91; family, \$140.23.
2. Modify the letter of understanding regarding payment of health insurance costs to read, effective 1/1/87, single subscriber, \$67.55; two person, \$152.52; family, \$161.55. These amounts shall be paid retroactively to January 1, 1987, and employees who paid amounts covered by these payments shall be reimbursed. Effective 1/1/88, these amounts shall be increased to single subscriber, \$71.09; two person, \$160.90; family, \$169.11.
3. Modify Article 43 (d) - Workday, by revising Subsection (d) to read as follows:

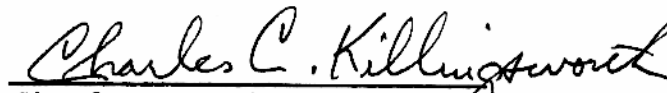
(d) The above is merely a definition of the workday. The work schedule and the starting and quitting times for any and all shifts shall be established by the Sheriff. Work schedules shall be posted at least one (1) week in advance whenever possible; provided, however, that the Sheriff reserves the right to change the work schedule where circumstances require that it be changed. In the event that the posted work schedule is required to be changed, the Sheriff will endeavor to give at least twenty-four (24) hours advance notice of such changes.
4. Modify Article 29, Equalization of Overtime, by adding the following: The provisions of the foregoing notwithstanding, the employer shall call part-time employees within the classification affected prior to offering the work to full-time employees.

5. Increased wages across the board effective the first full pay period on or after January 1, 1987, twenty cents per hour. On or after the first full pay period after January 1, 1988, fifteen cents per hour. The increase of twenty cents shall be paid retroactively.

The above stipulation is hereby adopted as its final and binding Award by the Board of Arbitration.

  
John H. Gretzinger  
EMPLOYER MEMBER

  
Dale D. Latta  
UNION MEMBER

  
Charles C. Killingsworth  
Fact-Finder/Arbitrator

September 28, 1987