

4/4/86
ARB

STATE OF MICHIGAN
MICHIGAN EMPLOYMENT RELATIONS COMMISSION

BEFORE
A COMPULSORY ARBITRATION BOARD

THE CITY OF RICHMOND,
Employer,
and
MICHIGAN AFSCME COUNCIL #25,
Organization.

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

MERC CASE NO. #83 C-814

DECISION AND AWARD

These proceedings were commenced pursuant to the provisions of Act 312 of the Public Acts of 1969, as amended, of the State of Michigan, entitled "Compulsory Arbitration of Labor Disputes, Policemen and Firemen". This Decision and Award is made and entered pursuant to the provisions of said Act 312 as amended.

This Decision and Award is adopted as the Decision and Award of the arbitration panel hearing this matter, by those members who have signed this Decision and Award.

PRELIMINARY STATEMENT

It appears from the record and the Petition for Arbitration filed by Michigan AFSCME Council #25 representing the Police

Dance, William H

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
DETROIT

MAY 12 AM 9 56

Richmond City
RESERVED

Dispatchers unit, and that the parties had been carrying on good faith bargaining and mediation relative to the issues before this panel, but with little success in the resolution of those issues, until shortly before the arbitration hearing was opened.

After a number of telephone conferences with the parties, and attempts by the parties to settle their differences, the Chairman of the panel was notified by both parties that the issues could not be resolved without the proceedings. A date for the hearing was set, being February 25, 1986, at the offices of the Bureau of Employment Relations, and with all parties in attendance, the hearing was opened at approximately 10:30 A.M. on said date.

ISSUES

Prior to the opening of the hearing, the issues were as stated in the Petition for Arbitration. However, at the commencement of the hearing, the panel was advised by both parties that the issues had been resolved between them, with the sole exception of wages. Therefore, the panel heard testimony and received such exhibits as were offered with respect to the positions of the parties with respect to the sole issue of wages.

STATUTORY MANDATE

In accordance with the mandate of Section 7 of Act 312, as amended, the arbitration panel identified the sole issue before the panel as that of Wages, and the parties, during the proceedings, did each submit its Last Best Offer of Settlement with respect to

the sole economic issue.

The statute mandates that the arbitration panel shall adopt the Last Best Offer of Settlement re each issue, which, in the opinion of the panel, most closely complies with the applicable factors prescribed in Section 9 of the Act.

In accordance with this section, the Panel must adopt either the Last Best Offer of the labor organization or that of the City, and is not permitted to engage in any further mediation or settlement negotiations.

PARTIES' LAST BEST OFFERS AND AWARD OF ARBITRATION PANEL

At the present time, the members of the unit are receiving \$4.75 per hour. Testimony was offered by the City and by the organization re their positions, and evidence of comparables was also introduced into evidence. The Collective Bargaining Agreement between the parties was also introduced.

The record will show that the Last Best Offer of the City was an increase of 30 cents per hour for each of the three years under consideration.

The record will also show that the Last Best Offer of the organization was as follows:

40 cents per hour increase commencing 7/1/84
45 cents per hour increase commencing 7/1/85
40 cents per hour increase commencing 7/1/86.

THE PANEL'S AWARD

The record will show that the panel members for the City and Organization waived signatures of the Award.

The Panel adopts the position of the organization as its Award.



William H. Dance, Chairperson

waived

Donald F. Starr, City Delegate

waived

Robert Wines, Organization Delegate

April 4, 1986