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STATE OF MICHIGAN
DEPARTMENT OF LABOR
MICHIGAN EMPLOYMENT RELATIONS COMMISSION

CITY OF ST. CLAIR

-AND-

MERC ACT 312 CASE #D92 E-0965

POLICE OFFICERS LABOR COUNCIL

APPEARANCES:

EMPLOYER: DANIEL J. WHITE, ADVOCATE
UNION: KENNETH W. ZATKOFF, ATTORNEY

PANEL MEMBERS: JOSEPH P. GIROLAMO, CHAIRPERSON
MICHAEL P. SOMERO, UNION DELEGATE
DOUGLAS R. ALEXANDER, EMPLOYER DELEGATE

ISSUES:

1. WAGE RETROACTIVITY
2. LONGEVITY

AWARD ISSUED: SEPTEMBER 10, 1993 ~

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BUREAU OF EMPLOYMENT RELATIONS
DETROIT OFFICE

St. Clair, City of

STATE OF MICHIGAN
DEPARTMENT OF LABOR
MICHIGAN EMPLOYMENT RELATIONS COMMISSION

CITY OF ST. CLAIR

-AND-

MERC ACT 312 CASE #D92 E-0965

POLICE OFFICERS LABOR COUNCIL

OPINION & AWARD

INTRODUCTION

The Petition for Arbitration filed on January 28, 1993 by the Police Officers Labor Council identified seven (7) unresolved Union Issues. The City responded to the Petition by Letter dated February 4, 1993 wherein it listed twelve (12) Issues in dispute.

A Pre-Hearing Conference was convened before the Undersigned on May 18, 1993.

A Hearing was held on September 2, 1993 in the City Offices. At the Hearing, the respective Advocates agreed that two (2) Issues remained in dispute and they were identified as follows:

- (1) Retroactivity of Wages
- (2) Longevity

The Advocates were heard and evidence was received with reference to the above-stated Issues in dispute.

Following the Hearing the Parties submitted their Last Best Offers to the Undersigned on each of the unresolved Issues.

I S S U E S

1. RETROACTIVITY OF WAGES:

The Contract Expiration Date of the most recent Collective Bargaining Agreement between the Parties was September 30, 1992. Union Exhibit I-3 indicates that all of its Comparables provided retroactivity for economic benefits in the most recent Contracts.

According to Union Exhibit I-6 a retroactive wage increase will result in a City of St. Clair Patrol Officer retaining the 5th Rank -- same as October 1, 1991 -- among the Comparables utilized. Among the City Comparables, a retroactive wage increase results in a City of St. Clair Police Officer being at the Top Range for the last quarter of calendar year 1992, but starting in January, 1993 their wage level would be in the Mid-Level.

The Panel determines that a Retroactive Wage Increase is warranted in this case.

The Union's demand for Wage Retroactivity is **GRANTED**.

2. **LONGEVITY:**

The Union's demand for Longevity is displayed as follows:

3-10 Years	1% of Base
10-15 Years	1.5% of Base
15-20 Years	2% of Base
20 + Years	2.5% of Base

The City proposes the status quo for current Members of the Bargaining Unit which is the following:

3-10 Years of Service	\$325.00
10-15 Years of Service	\$375.00
15-20 Years of Service	\$425.00
20 Years and Over	\$475.00

The City also proposes:

"All new members hired after the effective date of the new contract, would not be eligible for longevity."

The Panel awards the City's Last Best Offer on the issue of Longevity. The Panel notes that one Union Comparable does not pay Longevity. Another does not pay it to those hired after July 1, 1985. Another limits payment based on a maximum of \$15,000 annually. Aside from the above, it is noted that Wage Retroactivity has been granted and the Parties have resolved many issues, including that of Wages and Pension Contributions -- the latter are economic improvements which the Panel has considered with reference to the matter of Longevity.

The City's proposal for Longevity is **GRANTED**.

C O N C L U S I O N

The Parties have agreed that all tentative Agreements will be reflected in the new Collective Bargaining Agreement and they are therefore incorporated and made a part of this Award.

A W A R D

1. RETROACTIVITY OF WAGES:

THE UNION PROPOSAL FOR WAGE RETROACTIVITY IS **GRANTED**.

2. LONGEVITY:

THE CITY PROPOSAL FOR LONGEVITY - STATUS QUO- FOR CURRENT UNIT EMPLOYEES AND NO LONGEVITY FOR THOSE HIRED AFTER THE EFFECTIVE DATE OF THIS CONTRACT, IS **GRANTED**.

THE UNION DISSENTS ON ISSUE #2

Michael P. Somero

Joseph P. Girolamo
JOSEPH P. GIROLAMO
CHAIRPERSON

Michael P. Somero
MICHAEL P. SOMERO
UNION DELEGATE

Douglas R. Alexander
DOUGLAS R. ALEXANDER
EMPLOYER DELEGATE

DATED: September 10, 1993.