

arb. 11-27-89

In the matter of the Act 312 Arbitration between  
Sanilac County  
and

Gordon  
Knight

Police Officers Association of Michigan

Act 312 Case No. D89 B-0317

LABOR AND INDUSTRIAL  
RELATIONS COLLECTION  
Michigan State University

The proceedings were held in accordance with provisions of Act 312. A pre-hearing conference was held on September 12, 1989, and a hearing on November 20, 1989 at the Commission's offices. The Employer was represented by Mr. Craig W. Lange, Attorney, and the Union by Mr. William Birdseye, Business Agent. The Union's panel delegate was Gordon Evans. Mr. Lange also functioned as the Employer's panel delegate. A record of the proceedings was taken by Mr. Leonard James of the Commission staff.

The parties waived time limits specified in the statute. They acknowledged the panel's jurisdiction in the dispute. Last best offers were submitted at the outset of the first day of hearing.

#### BACKGROUND

Prior to the hearing Mr. Lange requested the Commission for a unit clarification hearing as related to the correction officers and secretaries. The parties agreed to proceed without waiting for the results of such a request.

Knight, Gordon F.

Sanilac County

At the outset of the hearing, the parties agreed on those contractual issues on which there was agreement. They were incorporated in Joint Exhibit No. 2.

The parties exchanged their proposed lists of comparable communities prior to the hearing. Exhibits on all the remaining outstanding issues were exchanged at the hearing.

The exchange of last best offers at the outset of the hearing resulted in extensive off-the-record discussion by the parties. As a result, the hearing was closed after the exchange of exhibits.

The panel was convened immediately thereafter. All decision criteria specified in the Act were carefully considered with particular emphasis on (c) the Employer's ability to pay and (h) traditional considerations in collective bargaining.

The panel's deliberations resulted in the following decisions:


**Duration of Agreement**

Decision: The parties stipulated to a one-year agreement.


**Wages**

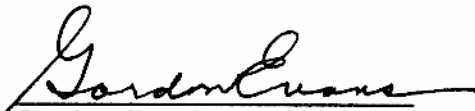
**Decision:** The Union's proposal for a 3% wage increase effective June 1, 1989 for all classifications including Clerk Typist, Correctional Dispatcher, Correctional Officer, Deputy and Detective is accepted. This also applies to the Correctional Corporal.

**Approved:**

  
Gordon F. Knight  
Chairman

**Opposed:**

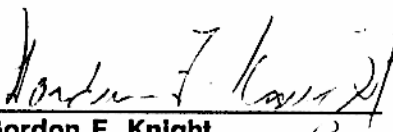
  
Craig W. Lange  
Employer Delegate

  
Gordon Evans  
Union Delegate


**Blue Cross for Retirees**

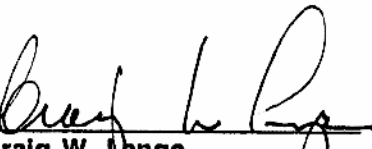
**Decision:** The Employer's proposal for maintaining the status quo is accepted.

**Accepted:**

  
Gordon F. Knight  
Chairman

**Opposed:**

  
Gordon Evans  
Union Delegate

  
Craig W. Lange  
Employer Delegate

The issues of Dental/Optical Plan, Uniform Cleaning Allowance, Shift Premium, Long Term Disability, and Pension-Military Service were all withdrawn by the Union; consequently all related provisions remain status quo.

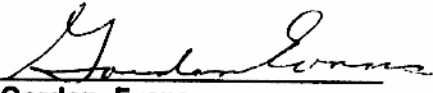
**Longevity**

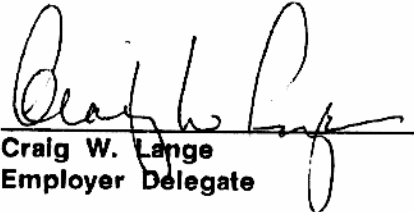
**Decision:** The Employer's position of maintaining the status quo is accepted.

**Approved:**

**Opposed:**

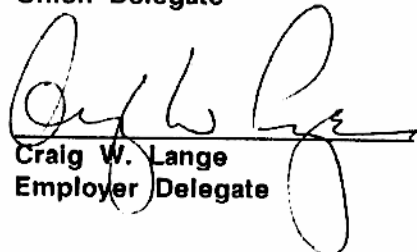
  
Gordon F. Knight  
Chairman

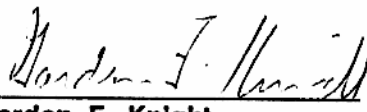
  
Gordon Evans  
Union Delegate

  
Craig W. Lange  
Employer Delegate

Except for the issues submitted to the panel and addressed in this document, the parties stipulate that no dispute exists as to any or all of the terms and conditions of their collective bargaining agreement for the term January 1, 1989 to December 31, 1989.

  
Gordon Evans  
Union Delegate

  
Craig W. Lange  
Employer Delegate

  
Gordon F. Knight  
Chairman

November 27, 1989