



GEORGE ROMNEY, Governor

THOMAS ROUMELL, Director

STATE OF MICHIGAN

DEPARTMENT OF LABOR

LABOR MEDIATION BOARD

1400 CADILLAC SQUARE BUILDING, DETROIT 48226 - Phone 222-3070

362

Report 9/16/68
1968

BOARD MEMBERS

ROBERT G. HOWLETT,
Chairman

LEO W. WALSH

PHILIP WEISS

September 3, 1968

Adrian Board of Education
304 East Church Street
Adrian, Michigan 49221

Mr. Bruce Campbell, Pres.
Adrian Education Association
2348 East Oak
Adrian, Michigan 49221

Re: Adrian Board of Education
-and-
Adrian Education Association

Continued:

NOTICE OF APPOINTMENT OF FACT FINDING HEARINGS OFFICER

The Labor Mediation Board having reviewed the request for fact finding from: **Education Association received on August 31, 1968**

has concluded that the matters in disagreement between the parties might be more readily settled if the facts involved in the disagreement were determined and publicly known.

The Labor Mediation Board has accordingly appointed Mr. M. David Keefe as its Hearings Officer and Agent to conduct a fact finding hearing pursuant to Section 25 of Act 176 of Public Acts of 1939, as amended, and the Board's Regulations, and to issue a report with recommendations with respect to the matters in disagreement.

The Hearings Officer's address and telephone number is:

Mr. M. David Keefe
17525 Martin Rd.
Livonia, Mich. 48066
MI-7-3710

He has been instructed to schedule a hearing in this matter as promptly as possible.

Very truly yours,

For the LABOR MEDIATION BOARD

cc: Mr. M. David Keefe
Mr. Edward Connors, Mediator
Mr. Lawrence A. Diebold, IEA Field Rep.

Hyman Parker
Chief Mediation Officer

Adrian Board of Education



STATE OF MICHIGAN
LABOR MEDIATION BOARD
LABOR RELATIONS DIVISION

Filing Date: August 29, 1968

P E T I T I O N F O R F A C T F I N D I N G

INSTRUCTIONS: Submit an original and 4 copies of this Petition to the Michigan Labor Mediation Board, 1400 Cadillac Square Building, Detroit, Michigan; send one copy to the other party to the dispute; send one copy to the MEA Office of Professional Negotiations, East Lansing, Michigan; send one copy to your MEA Area Representative, and retain one copy for your local association file. (Use additional sheets if necessary.)

THE Adrian Education Association HEREBY REQUESTS FACT FINDING UNDER SECTION 25 OF ACT 176 OF THE PUBLIC ACTS OF 1939 AS AMENDED.

1. NAME, ADDRESS AND TELEPHONE NUMBER OF ASSOCIATION - APPLICANT:

Bruce Campbell, President

(Name)

2345 Bent Oak

(Street Address)

Adrian, Michigan

(City & State)

49221

(Zip Code)

313/265-0641

(Telephone No.)

2. NAME, ADDRESS AND TELEPHONE NO. OF PUBLIC EMPLOYER - OTHER PARTY:

Adrian Board of Education

(Name)

204 East Church Street

(Street Address)

Adrian, Michigan

(City & State)

49221

(Zip Code)

313/263-2115

(Telephone No.)

3. APPROXIMATE NUMBER OF EMPLOYEES IN UNIT: 241

4. THE ASSOCIATION (TEACHER BARGAINING UNIT) HAS ATTEMPTED TO ENGAGE IN GOOD FAITH MEDIATION REGARDING THE ISSUES LISTED BELOW BUT SAID MEDIATION HAS FAILED TO PRODUCE REASONABLE SOLUTIONS TO THOSE ISSUES.

5. STATEMENT OF FACTS CONSTITUTING THE ISSUES INVOLVED:

Salary:

Sd. position - \$6500-9400 B.A.

\$7000-9900 M.A.

EA position - \$6500-10,095 B.A.

\$7000-10,372 M.A.

Other disputed items include health insurance, life insurance,

pay for professional growth, retirement, longevity, pay for

extra duties.

Total difference in two positions is approximately \$190,000.

THE ASSOCIATION BELIEVES THAT MAKING PUBLIC THE RECOMMENDATIONS OF AN IMPARTIAL THIRD PARTY WILL ENCOURAGE RESOLUTION OF THE ISSUES IN DISPUTE.

I DECLARE THAT I HAVE READ THE PRECEDING CHARGE AND THAT THE STATEMENTS THEREIN ARE TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

Adrian Education Association

(Name of Petitioning Association)

BY:

Lawrence A. Diebold

(Signature of Representative Filing Petition)

Michigan Education Association
Field Representative

(Title, if any)

ADDRESS: 33 Midway Court
Battle Creek, Michigan 49017

616/965-6208

(Telephone Number)

STATE OF MICHIGAN

COUNTY OF _____

} ss.

19 68 Subscribed and sworn to before me this 29th day of August,
by the above named person to me known to be the same person as described in the foregoing Petition, and made oath that he has read said Petition and that the same is true except those things which are based upon information and belief and as to those things he believes them to be true.

RUBY PEARL TIRRELL

Notary Public, Jackson County, Mich.
My Commission Expires April 17, 1972

Notary Public, _____ County, Michigan

My Commission Expires: _____

RECEIVED
AUG 31 1968
LABOR MEDIATION BOARD
DETROIT OFFICE

ADRIAN PUBLIC SCHOOLS

WASHINGTON, D.C.

The undersigned, duly authorized representatives of the Adrian School Board and the Adrian Education Association accept the Fact-Finding Recommendations for submission to consideration by their respective principals and do further agree to recommend that these terms shall be ratified.

The Adrian School Board
by

Leo H. Fitzgerald

The Adrian Education Association
by

Bruce M. Campbell

Preliminary Fact-Finding Recommendation

In the matter of the contract dispute between the

The Adrian Board of Education

and

The Adrian Education Association

After study and review of the differences separating the parties from complete agreement, the following broad recommendation is proposed as the basis for consummating an equitable and enduring overall settlement.

1. The Board's proposals, as set forth in its exhibit #1, shall be accepted by the Association as part of the total agreement, and
2. In addition, the Board shall make available a total sum of eighty thousand (\$80,000) dollars, above and beyond the economic value of the items set forth in the Board's package proposal (exhibit #1) which shall be accepted by the Association in full and complete settlement of all demands, differences and disputes heretofore barring agreement, and, further
3. Said lump-sum settlement appropriation of \$80,000 shall be allocated in accordance with reasonable recommendations of the Association, provided that, under no circumstances, shall the aggregate total of such allocations exceed the fixed ceiling of \$80,000 hereby made available expressly to achieve complete agreement.

The foregoing recommendation is given to the parties with the urgent request that each shall agree to accept this formula for submission to their respective principals with good-faith endorsement of ratification.

September 12, 1968

M. David Keefe

M. David Keefe, Arbitrator
Hearing Official by LMB Appointment