

FINDINGS OF FACT AND RECOMMENDATIONS RELATIVE TO DISPUTE BETWEEN LOCAL 547 OF THE I.U.O.E.
(UNION) WHICH REPRESENTS THE EMPLOYER'S CUSTODIAL EMPLOYEES AND THE AIRPORT COMMUNITY
SCHOOLS (EMPLOYER)

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The parties have reached an impasse over a one-year contract beginning July 1, 1976.

A hearing was held on December 13, 1976. The presentations were very helpful to the fact finder. Three issues remain unresolved:

1. Whether Saturday and Sunday should be paid at overtime rates (1 1/2 and 2 times the regular rate, respectively), even though the time worked on those days is part of a regular forty-hour week. (The Union wants overtime pay for Saturday and Sunday work while Employer offers overtime pay only if the time worked on Saturday or Sunday results in an employee working more than 40 hours during a regular one-week period.)
2. Retirement fund payment by Employer (the Union wants 5 percent, the Employer offers 5 percent, conditioned on its wage offer).
3. Wage increase (the Union wants 7 percent*, the Employer offers 0 percent).

The Employer argues that the total 5 percent effective wage increase represented by the retirement fund payment offer amounts to 26 cents per hour (based on a Head Custodian's pay) and that said 5 percent payment would keep the employees in the bargaining unit in second place salary-wise for the nine school districts in the area.

The Employer further urges that a recent millage increase (following a hard-fought election) was presented to the people on the promise of improved curriculum and educational benefits, not for higher employees' salaries.

The Union urges that the teachers in the District received a 9-plus percent increase this year (1976-77), which represents the second year's wage increase on a two-year contract (the Employer disputes this figure, urging that the wage increase was 7-plus percent, the difference being that the Employer does not include improvements in the incremental pay for teachers not receiving maximum salary).

The Union further urges that a 5 percent improvement in retirement benefits would totally exclude the six CETA employees (out of the total bargaining unit of approximately 26 persons) from any effective wage increase because CETA employees are not permitted to receive retirement pay benefits.

A comparison of salaries in other districts in the area for the classifications which both sides acknowledge are comparable and for which information was made available demonstrates that the 5 percent offer of the Employer would drop the Custodian I classification from first to third place among hourly-paid Custodian I's (Employer Exhibit 8). The total 8 1/2 percent increase which I recommend would place the Custodian I classification in second place, two cents below the comparable classification in the Dundee system. (See attached chart)

The 5 percent offer of the Employer to Day Head Custodians (high school and junior high school) would keep them in second place, but barely. The Jefferson Head Custodian rate was \$4.57-\$4.92 in 1975-76, or 21 cents-56 cents per hour lower than

*In the case of the Head Custodian-Elementary School, a 12 cent base rate increase has been accepted by both sides before any percentage wage increase is added to the base wage.

Airport's hourly rate of \$5.13 for the Head Custodian. The 5 percent Employer offer would cut that differential to 2 cents per hour. An 8 1/2 percent total increase would place the differential at 20 cents (see Employer Exhibits 7, 8, and 9 and attached chart).

Viewed another way, the Custodian I classification received an 8.9 percent and 10.2 percent increase in 1976-77 over the maximum rate in 1975-76 in Dundee and Jefferson Districts respectively, substantially more than the Airport Schools' offer of 5 percent.

Similarly, the Head Custodian in high schools and junior high schools in Dundee and Jefferson received a 7.1 percent and 9.1 percent increase respectively in 1976-77 over the maximum in 1975-76 compared to the Airport Schools' offer of 5 percent.

Based on the foregoing, I find that the Employer's offer of a 5 percent increase is too low. However, the Union's effective demand of 12 percent is too high and not in keeping with the District's need to concentrate expenditures from its new millage on direct educational benefits if it is to keep its commitment to its students and to the voters who approved the millage.

I recommend a total effective increase of 8 1/2 percent. I find that one way that all employees can benefit most nearly equally (including CETA employees for whom the Union has the duty to bargain) is for the principal increase to be in wages rather than retirement benefits; for example, a 5 percent wage increase and 3 1/2 percent retirement fund benefit for this year.

I also find that the Employer's position relative to issue no. 1 is a reasonable one and in keeping with common business practice.

If the above findings and recommendations are acted upon, the custodial employees' relative ranking among similar employees in the area will be generally maintained. At the same time, the school district's praiseworthy goal of putting its eggs principally in the "direct education benefit" basket will be more readily achieved (thereby keeping its promise to the citizens and, even more important, responding to the need to improve quality of education for students in the District).

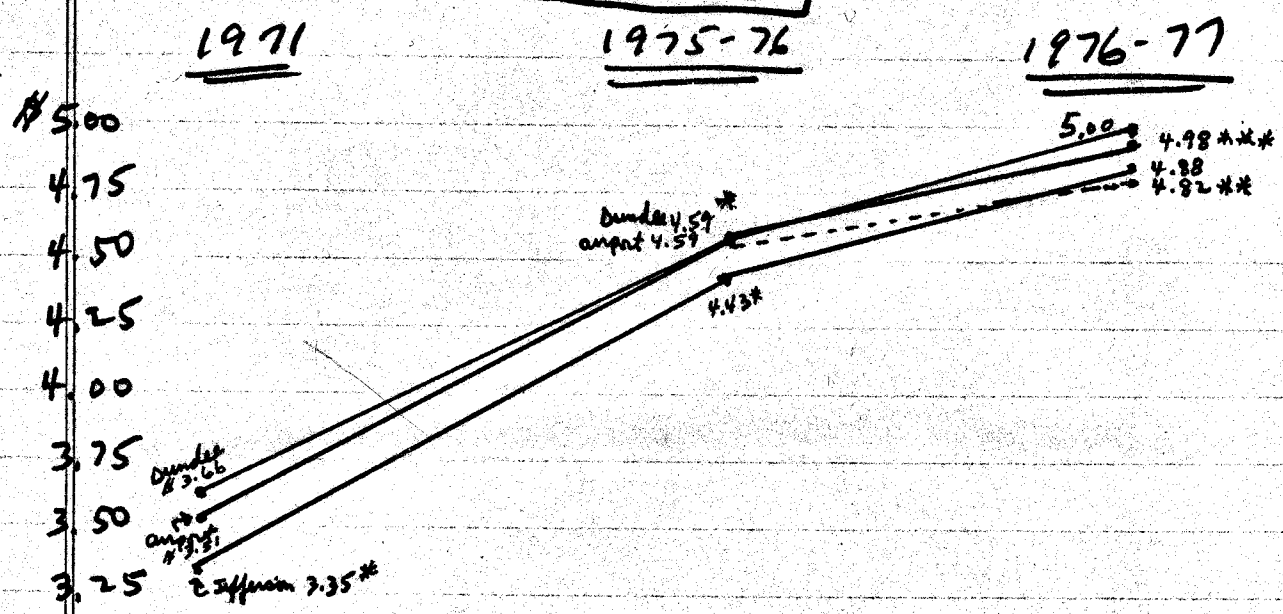
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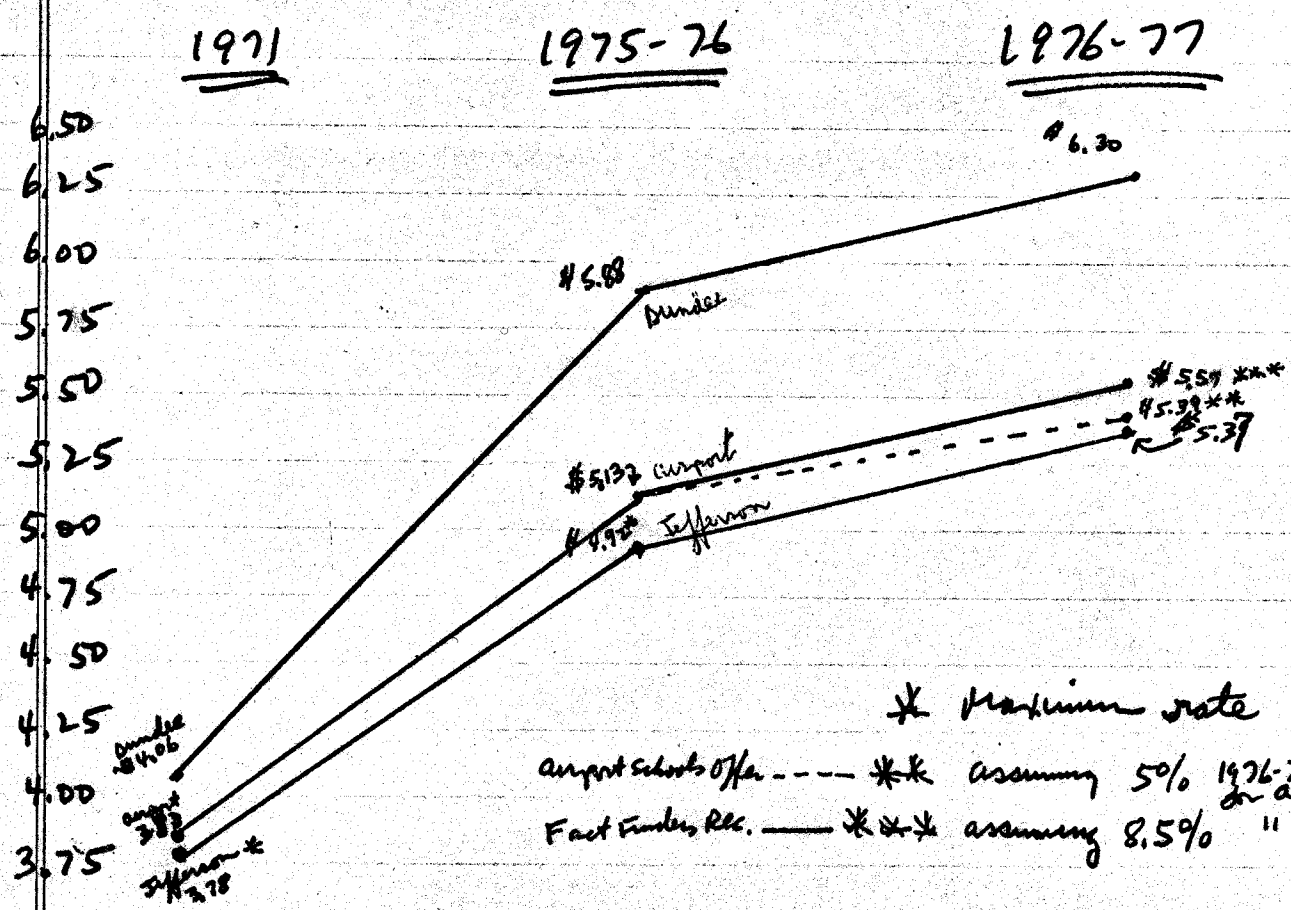
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Custodian I



Day Head Custodian - High School & Jr. High School



* Maximum rate
 airport schools offer ---- ** assuming 50% 1976-77 increase for airport
 Fact Families Rec. —*** assuming 8.5% " "