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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
LABOR RELATIONS DIVISION

In the Matter of

ALBION PUBLIC SCHOOLS
Albion, Michigan

-and-

OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION
Local No. 42

Case No. L 72 D-216

On June 19, 1972 the undersigned, Leon J. Herman, was appointed by the Employment Relations Commission as its hearings officer and agent to conduct a fact finding hearing relevant to the matters in dispute between the above parties, pursuant to Section 25 of Act 176 of Public Acts of 1939 as amended, and the Commission's regulations. Accordingly, and upon due notice, hearings were scheduled and held on August 26, 1972 at the offices of the Albion Board of Education, 709 North Clinton, Albion, Michigan.

Thomas L. Combs, Attorney and Ordell W. McElhaney, Director of Personnel, appeared on behalf of the Board of Education.

Barry Waldman, Attorney; Mabel Holleran, President and Norma Tackett, Representative, represented Local 42, OPEIU.

Leon Herman

Albion Public Schools

Local 42 was designated as the bargaining representative for the 18 members of this unit in November, 1971. Negotiations for a first bargaining agreement have continued for over one year, through this Local and the union which represented the secretarial and clerical employees of the school system prior thereto.

All issues have been agreed upon with the exception of the salary schedule. At the hearing, in an attempt to bring the parties to a mutual agreement, discussions were held separately and together with both sides. I then made a verbal proposal for a salary schedule which is here repeated. I am setting forth the proposed schedule without extended opinion, as I have already explained the rationale for my findings to the parties. Further, this matter has been protracted for so long a period of time that in the interest of expedition I felt a short summary would be sufficient to bring this matter to a conclusion.

It is nonetheless necessary to state that one of the obstacles to a settlement has been the haphazard formulation of rates heretofore paid to these employees. The Board now wishes to consolidate the payroll into uniform classifications. To my mind this appears reasonable. I therefore recommend as follows:

Payroll Clerk. I recommend that the hourly rate be increased from \$2.25 to \$3.00. The only employee in this category is Alice Wochholz.

Bookkeeper. I recommend an increase from the current rate of \$2.09 to \$2.90 per hour. The one employee in this classification is Delores Smiley.

High School Secretary. The rate for this classification should be increased from \$2.65 to \$2.70 per hour. The one employee in this classification is Leora Galbreath, who is presently receiving \$3.03. Her rate should be continued, but red circled as a special rate apart from the regularly scheduled compensation for the classification.

Junior High School Secretary. I recommend an increase from \$2.07 to \$2.70 per hour. Mary Daugherty is the only employee in this classification.

Elementary School Secretary. The school is paying current rates of \$2.34 to \$2.49 per hour to elementary school secretaries. I recommend this rate be established for all at \$2.60 per hour. The four secretaries in this classification are Shirley Claucherty, Leona Bormann, Vera Simpson and Wilhelmine Severn.

School Clerk. The rates currently paid vary from \$2.10 to \$2.39 per hour to four clerks. I recommend a uniform rate of \$2.50 per hour. The four clerks in this classification are Shirley Bushong, Fay Kelso, Jane Rosenbrook and Elizabeth Biggs.

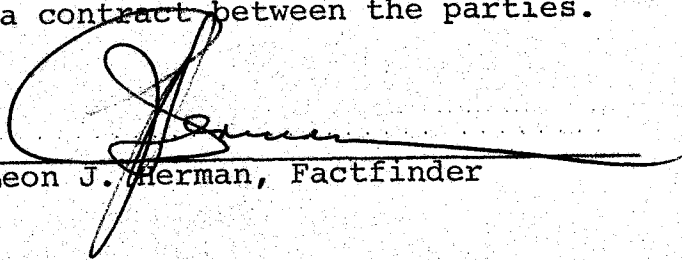
Receptionist Clerk. This classification presently includes one Receptionist Clerk who is paid \$2.44 per hour. I recommend an increase to \$2.50 per hour. The current Receptionist Clerk is Toni Bommarito.

Library Clerk. Three of the four Library Clerks are presently paid \$2.00 per hour while the fourth receives \$2.01. I recommend that all be given increases to \$2.20 per hour. The present Library Clerks are Marthanne Kim, Betty Woods, Willene Snyder and Joline Yeager.

Nursing Clerk and Library Clerk. This appears to be a classification in which several duties are combined. Mary Lou McIntosh is the sole person in this classification at a rate of \$2.10 per hour. I recommend that the rate for this classification be increased to \$2.20.

I further recommend that the parties agree to a contract covering all agreed issues, plus the salary schedule as above proposed, for the balance of this fiscal year ending June 30, 1973. The salary schedule should be retroactive to December 1, 1971. All other issues are to become effective as of the date of execution of this agreement.

I sincerely trust that these proposals will lead to the prompt execution of a contract between the parties.



Leon J. Herman, Factfinder

Southfield, Michigan
August 31, 1972