

4/27/88  
ARB

STATE OF MICHIGAN  
Department of Labor  
Employment Relations Commission

Arbitration Under Act 312  
(Public Acts of 1969 as amended)

In the Matter of  
City of Bronson

Employer

and

Police Officers Association of Michigan  
Union

MERC Case No. L87-G544

Award of Panel

Panel Members: Thomas Giles Kavanagh, Chairman  
James P. Eley, Esq. - City Delegate  
Robert C. Wines, Esq. - Union Delegate

Dated April 27, 1988

LABOR AND INDUSTRIAL  
RELATIONS COLLECTION  
Michigan State University

RECEIVED  
BUREAU OF EMPLOYMENT RELATIONS  
DETROIT OFFICE

APR 31 AM 10:03

Bronson, City of

## STATEMENT OF PROCEEDINGS

On October 8, 1987, the Police Officers Association of Michigan (Union) filed a Petition for Arbitration pursuant to Act 312, Public Acts of 1969, as amended, with the Michigan Employment Relations Commission, requesting the initiation of binding arbitration proceedings regarding terms and conditions of employment to be included in a collective bargaining agreement. On December 15, 1987, Thomas Giles Kavanagh was appointed to serve as Chairman of a panel of arbitrators. The other members of the arbitration panel selected by the respective parties were James Eley, the Designant for the City and Robert Wines, the Designant for the Union.

On January 27, 1988, the parties attended a pre-hearing conference where the schedule of proceedings was established, setting dates for hearings and submission of last offers.

On March 24, 1988, the parties appeared for a hearing and, following negotiations, agreed on the only issue separating them - wages.

Pursuant to the agreement of the parties, which the panel approves as in complete compliance with Act 312, it is ordered:

1. The duration of the new contract shall be two years, retroactive to July 1, 1987, through and including June 30, 1989.
2. Prior contract language shall carry forward and constitute the new collective bargaining agreement with the following exceptions:

A) Article XIII, Section 13.2, shall be changed to read as follows:

"If a vehicle should be determined by an officer to be defective or unsafe for use during any tour of duty, no employee shall be required to operate such vehicle until the same has been cleared by the Motor Pool Supervisor or a certified mechanic as fit for the road."

B) All references to dates in prior contract shall be updated to reflect dates of new contract.

C) Article XXXVII, Section 37.1, shall read as follows:


"The following base wage scale shall be paid to all current employees of the Police Department, based upon 2080 hours in a year."

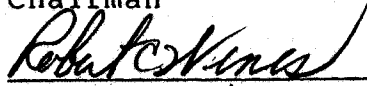
Effective 7-1-87	Hourly	Annual Base Wage
Start	\$ 6.50	\$13,520.00
One Year	8.39	17,451.20
Two Years	9.51	19,780.80
Three Years	10.25	21,320.00

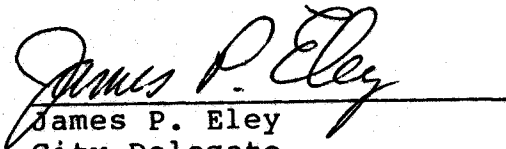
Increases to the pay scale shall be paid retroactively for all bargaining unit members on all hours compensated.

Effective 7-1-88	Hourly	Annual Base Wage
Start	\$ 6.80	\$14,144.00
One Year	8.69	18,075.20
Two Years	9.81	20,404.80
Three Years	10.55	21,944.00

Employees who fall within any step scale category shall move up to the next step automatically on their anniversary date.

  
Thomas Giles Kavanagh  
Chairman

  
Robert C. Wines, Esq.  
Union Delegate

  
James P. Eley  
City Delegate