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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
FACT FINDING

DETROIT BOARD OF EDUCATION
(Security Officers)

-and-

Case No. D71-H-2492

TEAMSTERS STATE, COUNTY & MUNICIPAL
WORKERS, LOCAL 214

William Ellmann

FACT FINDER'S REPORT AND
RECOMMENDATION

A fact finding hearing was held Saturday, November
29, 1971 at 1800 Penobscot Building, Detroit, Michigan.

Appearing for the Union were:

Joseph Valenti, President Local 214
Jack Ford, Business Agent
Annabelle Leonard
John W. Stewart
Ermine McWilliams
Benjamin Crain

Appearing for the Board of Education were:

Aubrey V. McCutcheon, Jr., Chief of Labor
Negotiations
Duncan Currie, Principal, Office of Labor
Negotiations

Detroit Board of Education

The Board made available to the fact finder on January 5, 1972 the incidents and damage reports in the Detroit Schools. The Board has been most cooperative.

Background of the Controversy:

There are approximately 42 Security Guards in the Detroit School System concentrating for the most part in the high schools of the City School System, the equivalent of a medium size city populated by some 287,000 students. Just as in the general population where there is a significant increase in the crime rate, there are numerous incidents in the school system of a serious nature.

The matter before me is the difference of opinion between the Board and the Union as to the graduated pay of the Guards. Considerable effort has been made to resolve this controversy but no settlement has been made. Although urging resolution on numerous occasions, the fact finder feels he must now fulfill his responsibility and make a recommendation.

Board's Position:

The Board takes the position that pay is adequate, that the salary range schedule of increases, which runs from a minimum of \$7500 to \$10,920, after six years of service is fair and reasonable. The Board has argued that it has a considerable deficit of overwhelming proportions, and that it cannot afford

increases. The board also observes that in many cases where security people are unavailable other members of the staff, including principals, perform security functions.

Union's Position:

The Union argues that the Guards' work is of an extremely hazardous nature; they perform all the functions of the Police, except they do not have the power to arrest. They are obligated to complete the Police Academy course which includes a plethora of subjects ranging from report-writing, first aid, crime scene, patrol technique to human relations, federal laws and firearms and firearms safety. The Union, in support of its position, has displayed a veritable arsenal of weapons confiscated by the Guards, showing that the Guards assume risks to their personal safety and encounter continued and unrelenting pressures because of the nature of their employment. The Union feels that after completion of the Police Academy course, the Guards should be advanced immediately thereafter. The Union Exhibits include the Report of the Commission on Unrest and Disorder in the Schools and a newspaper release (New York Times Oct. 14, 1971) in which hazard pay was authorized by the United States for teachers in slum schools.

FINDING AND RECOMMENDATION

I am convinced, after hearing testimony and reviewing reports, that damage to property in the schools approaches

astronomical figures and that, as a corollary, fear and trepidation must permeate the entire system for teachers and pupils alike. Such a condition is intolerable and must not be allowed to continue, and proper steps must be taken to alleviate the situation. The safety and education of many must not be sacrificed. Seven of the forty-two Guards have experienced injuries of varying degrees.

It is also my opinion that the fact that the Guards do not have the right to arrest, makes their job more difficult, yet they are subject to the same risks of the Police, and their wages should be increased accordingly.

The President's Crime Commission Report of 1967 (Page 7) urges that police salaries be increased in nearly all cities. Police wages must be "caught up." (Task Force Report: The Police, page 135.) This Report also urges that the starting salary, excluding fringe, be between \$6,000 and \$9,000, and that the maximum salary for a patrolman be at least \$12,000.

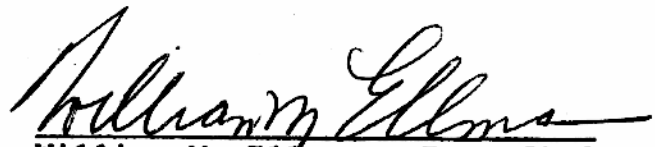
The request of the Security Guards does not appear to be unreasonable and I believe that immediate steps should be taken to advance qualified Guards to the maximum. I would recommend, therefore, that the advancement of increments be speeded up so that a qualified Security Guard, who has completed his studies and passed an examination at the Police Academy, should be eligible for the present maximum.

salary at the completion of one year of service, rather than after six or seven years.

It is important for the safety of children and our teachers, as well as to prevent the exorbitant costs of vandalism that the Security Guards be paid adequately and that their ranks be increased as well. The present atmosphere of fear in the schools is unfortunate.

While the Board has effectively plead the realities of its deficit, the fact of the matter remains that the Board must find additional sources of revenue either under the present budget or must seek other sources. It must at the very least assure the safety of the pupils in the school system, and it must pay the security personnel adequately. School boards must move affirmatively in these areas to find avenues of solution.

I make this recommendation with the urgent hope that both parties will reach an early accommodation so that the primary mission of the Board of Education, which is to seek to provide quality education in a safe atmosphere, may be carried out.


William M. Ellmann, Fact finder

Dated: January 18, 1972