

9/14/67 FF 16

Michigan State University  
LABOR AND INDUSTRIAL  
RELATIONS LIBRARY

Ronald Houghton

9-19-67

In the Matter of the  
Fact Finding Proceedings:

THE BOARD OF EDUCATION OF THE SCHOOL  
DISTRICT OF THE CITY OF DETROIT

-and-

DETROIT FEDERATION OF TEACHERS, LOCAL 231,  
AMERICAN FEDERATION OF TEACHERS, AFL-CIO

#### REPORT AND RECOMMENDATIONS

An Interim Report and Recommendations was issued in the matter of the above dispute on September 4, 1967. The September 4 Recommendations were accepted by the Board and rejected by the Union. Meanwhile the parties have engaged in intensive direct collective bargaining negotiations, but to no avail. At this point in time there is a complete stalemate on the critical salary issue. The parties are quite capable of coming to an agreement on all other issues through free and unfettered collective bargaining. In this circumstance, it would be a disservice for the Fact Finder to make any determination of the merits of the latter issues. Accordingly, they are remanded to the parties for settlement.

Under normal collective bargaining conditions in the private sector of the economy, I would urge no further outside interference

*Detroit Board of Education*

even on the salary issue. However, we are here concerned with a situation which could well drift into an 8 to 10 weeks stoppage of our school system if drastic action leading to an immediate settlement is not taken. The situation must not be allowed to degenerate into one where one side or the other is forced to capitulate, for whatever reasons. The deleterious long-run consequences of such a circumstance on the School System and on the community and the students are too obvious to make it necessary to belabor them. It should be noted also that the amount of school aid to be received by the Detroit system is determined by a count of pupils in school, and that time is running out for this calculation.

The fact is, if there is not a mutually acceptable settlement and if the schools are not reopened by Monday, September 18, it can be expected that there will be irreparable damage to their long run effectiveness. Without a mutually acceptable settlement there also will be immediate danger to the quality of education which the children of Detroit will receive during the remainder of the school year.

Meanwhile, the undersigned and the nominees to the Public Panel listed in the September 4th Report and Recommendations, have been informally in touch with both parties and with key community representatives. With the familiarity with the issues, thus obtained,

I believe that any one of the nominees is now in a position to exercise sound judgment and to recommend a fair and just settlement of the salary issue.

Accordingly, I request that the parties agree to accept a recommendation of a committee of the panel which has been active since September 4. This committee will be comprised of the Honorable John Conyers, Jr., Edward L. Cushman, Executive Vice President, Wayne State University, and the undersigned. Its recommendations on the salary issue will be made not later than 10:00 A.M. Tuesday, September 19.

As a condition to this committee acting there must be assurance that its recommendation will be accepted by both parties. The essential point is that the schools must open on Monday, September 18. Both parties now know that a fair and equitable procedure has been established to accomplish this end.

However, before the procedure is fully implemented, I must be assured that:

1. the recommendations of the Committee composed of John Conyers, Jr., Edward L. Cushman, and the undersigned will be accepted by both parties; and
2. the Detroit Board of Education will open the schools on Monday, September 18, 1967; and
3. the teachers will return to work on that day.

As soon as all of the above assurances are received, and the conditions are that the parties must accept the terms of these Recommendations in their entirety or not at all, the Committee will undertake to prepare its recommendations and will issue them no later than 10:00 A.M., Tuesday, September 19, 1967. It is recognized that in order to be able to signify acceptance of these Recommendations in time for the schools to be opened on Monday, the Board must call a Special Meeting and the Union must call a Membership Ratification Meeting.

If either party replies in the negative to the proposals contained herein, the people of Detroit and the Fact Finder must believe that such party has no interest in settling the dispute; thus enabling the children to go back to school forthwith. The effective operation of our school system demands immediate acceptance of these Recommendations, and the incorporation into the collective bargaining agreement of the subsequent recommendations of the Committee.

Since it is recognized that in order to be able to signify acceptance in time for the schools to open on Monday, the Board must call a Special Meeting, and the Union must convene a Membership Ratification Meeting, both parties will have until 5:00

P.M. Sunday, September 17 to provide me with appropriate notice of acceptance. Failure to notify me by that time will be regarded as rejection. Notification, confirmed by telegram, can be called to me by telephone.

Finally, as I am confident that we now have in hand a fair and just means of resolving the entire dispute, I am hopeful that neither side will take any legal action which might disturb relationships at this critical point in time.

Detroit, Michigan  
September 14, 1967.

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Ronald W. Haughton