

Teachers Charge School Boards Stalling

An Observer Roundup

Angry teachers unions are charging that Observerland boards of education are dragging their feet on negotiating new contracts.

In the third month of the fall semester, no new contracts

CPAs Set Tax Forum

Certified Public Accountants from all sections of Michigan are expected to convene on Monday, Nov. 8, when the Michigan Assn. of CPAs holds its annual state tax forum at the Rackham Building in Detroit.

CPAs, state tax officials and local tax authorities will participate in the day long discussions. A capacity crowd is expected.

James I. Mish, CPA, Alexander Grant & Co., of Muskegon, and chairman of the association's committee on state taxation, will preside over the morning session. The luncheon speaker will be Gary Bergman of the Red Wings. Dominic V. Palazzo, CPA of Peat, Marwick, Mitchell & Co., Detroit, vice chairman of the committee on state taxation, will preside in the afternoon.

have been written in four districts, and in others the pacts were ratified only after school started.

What the teachers are saying, openly or otherwise, is that the school boards have been taking unfair advantage of President Nixon's wage-price freeze to stall. With wages frozen, the teachers could gain nothing by striking, but in the meantime they can't get new contracts negotiated.

Still without contracts are teachers in Farmington, Redford Union, South Redford and Wayne-Westland. Other districts, notably Southfield, have run into problems over the wage-price freeze.

FARMINGTON has called in a fact-finder whose first hearing is set for Nov. 23.

The Farmington Education Assn., increasingly militant, has said in advance it will accept the fact-finder's report and is giving the school board 48 hours after the report is made to agree. If it doesn't, the FEA intends to strike.

The FEA and the board are also at bitter odds over whether the board is allowing its negotiator enough leeway to bargain or is merely using him as an errand boy. FEA has filed an unfair labor practices charge; the board is asking the state to order the

FEA to pay damages for its derogatory remarks.

REDFORD UNION'S case is in mediation, though the situation is still friendly.

Still under discussion are salaries, fringe benefits, class size, teacher reduction procedures and an hour a day for the RUEA president for union work.

Teachers are staying on the job during mediation.

SOUTH REDFORD'S situation is stickier.

The SREA and the board extended the old contract to midnight, Nov. 16, and the union has publicly asked the board to speed up negotiations.

In a softly worded but hard-minded letter, the union said it seems "that the board of education of South Redford does not have the settlement of the collective bargaining agreement with the teachers at the top of its immediate priorities" - a gentle way of accusing the board of stalling.

The SREA's letter noted the contract could be extended another 30 days but adds the union hasn't decided whether it wants to do so.

The union brought a large ad in the Redford Observer to say it will "take no action involving strike, withholding

of services or disruption... as long as both parties continue to bargain in good faith."

The union also offered to go to binding arbitration.

THE WAYNE-WESTLAND school board meeting of Nov. 1 was visited by an estimated 400 teachers who demanded a faster pace in negotiations.

The contract was due to expire Nov. 5.

Monday morning the teachers were still in classes but refused to supervise many extra-curricular activities.

Agreement on non-economic issues was reached last Sept. 24, and economic bargaining was delayed until the State Legislature finished writing the school aid formula. That was done more than a month ago.

The union president declared daily: "We can no longer assume, as we once did, that the board and its negotiators share the association's good intentions toward reaching an equitable agreement in an expeditious manner," another polite way of saying the board is stalling.

IN SEVERAL other districts, contracts were written after school started.

Garden City's board of education ratified its pact with the teachers on Nov. 1,

agreeing to a six per cent boost with the beginning of phase two of the Nixon Administration's new economic policy.

At Schoolcraft College, secretaries had walked out in August but returned to work when the wage-price freeze was imposed. They have been working without a contract since July 1, but agreement was reached around the first of November.

Plymouth teachers and school board reached agreement Aug. 31 and the teachers ratified Sept. 7, but the 9.4 per cent wage-fringe increase won't go into effect until the freeze is over, and it won't become retroactive without federal approval.

Livonia's contract was written in record time - in the middle of June - but didn't go into effect until Aug. 15. Because President Nixon didn't order the freeze until Aug. 14, the teachers missed getting their three per cent wage hike plus cost of living allowance. One staff contract is still to be negotiated.

Clarencville's contract was ratified Sept. 9, but teachers won't get their four per cent boost until the freeze ends.

The Southfield Education Assn. has gone to Circuit

Court to get its raises. Southfield is in the second year of a two-year pact, and some teachers had worked during

the summer for the higher 1971-72 wage rates. But the federal government told the school board the higher rates

couldn't be paid in September, and the Michigan Education Assn. is using the Southfield situation as a test case.

Michigan Festivals and Events

NOV. 1-30

- AUTO ENDURANCE RACE
- ALMA, NOV. 4-7
- GREATER DETROIT GEM AND MINERAL SHOW
- DETROIT LIGHT GUARD ARMORY, NOV. 5-7
- MARY PICKFORD FILM FESTIVAL
- HENRY FORD MUSEUM, DEARBORN
- FIVE WEEKENDS STARTING NOV. 5
- GOODWILL ANTIQUE SHOW
- SENTINEL CENTER, DETROIT, NOV. 6-9
- LONGHORN WORLD CHAMPIONSHIP SHIP RODEO, STATE FAIRGROUNDS
- COLLEGIUM, DETROIT, NOV. 11-14
- RED COAT ROUND UP
- GRAYLING, NOV. 13-16
- SUCK POLE CONTEST
- MANCERONA, NOV. 15-17
- DETROIT AUTOMOBILE SHOW
- CORO HALL, DETROIT, NOV. 20-25
- ROYAL LIPIZZAN STALLION SHOW
- CORO ARENA, DETROIT, NOV. 22-25
- CROSS COUNTRY SKI RACES
- CENTRAL DIVISION
- CALUMET, NOV. 28

SC Secretaries To Get 6 Pct. In 2-Year Pact

By KATHY MORAN

A two-year contract retroactive to Aug. 17 was ratified by the Schoolcraft College Association of Office Personnel and the college's Board of Trustees last week.

The agreement, which will cost the college an estimated six per cent more than the prior year's contract, concluded bargaining that began in May and resulted in a strike and fact finding by a state mediator.

The secretaries had left their jobs in August for a four-day strike which ended voluntarily when President Nixon announced his wage-price freeze.

The 52-member union reached near unanimous agreement on Nov. 1. The board voted unanimously to approve the contract on Nov. 3.

INCLUDED IN the agreement are salary increases based individually on seniority and job classification.

"If the salary increases are permitted under the conditions of Phase II, it will cost the college six per cent more to finance the contract during the current fiscal year," Gerald Munro, chief negotiator for the administration, said.

The second year of the contract will become effective on July 1, 1972 and provides for an across the board increase of 6.25 per cent.

"The economic improvements are frozen under the president's executive order and can not become effective until Phase I, and possibly Phase II, permit," said Munro, who is also the personnel director. "We anticipate that the improvements will become effective on Nov. 15."

Should the Pay Board permit contracts to be retroactive, the estimated cost to the college would be an additional two per cent.

THE AUG. 17 effective date

was agreed to because of the wage-price freeze and because it is the day the secretaries returned to work after their brief strike.

The secretaries were also given an additional paid holiday, New Year's Eve, for a total of 10 holidays. During the second year, the secretaries will get another day which must be agreed to by the bargaining unit and fall between Christmas and New Year's Day. The secretaries agreed to Dec. 29 for 1972.

An expanded vacation schedule is included. It provides from 10 days vacation to those with one to three years experience to 21 days for those with more than 16 years experience.

A liberalized maternity policy permits women to remain at their job through the eighth month of pregnancy with their doctor's approval and to return to their job a month following the birth.



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