

Collective Bargaining Pays Teachers Dividends

ANN ARBOR—Collective bargaining appears to have won Michigan teachers 10 to 20 percent more in pay raises than they would have received by merely accepting school board offers, according to a study by the Institute of Labor and Industrial Relations at University of Michigan.

Charles M. Rehmus, co-director of the Institute, and graduate student Evan Wilner report:

"HARD COLLECTIVE bargaining accompanied by the threat of strikes has paid substantial dividends to organized teachers, but as a result, many of their school districts have come under increasingly severe financial pressure.

"As yet it does not appear that school boards have been able to persuade the public to provide sufficient new funds adequate to meet the teachers' aspirations. Whether strong and determined teacher organizations can do so remains to be seen."

I.L.I.R., which is operated by U.M. and Wayne State University, studied the effects of bargaining in 12 of Michigan's large school districts.

REHMUS AND WILNER examined salary levels between 1961 and 1965, the four years before the Michigan Public Employment Relations Act went into effect, and the three years since then.

Little bargaining was done in 1965.

In 1966 bargaining was further advanced but still difficult since both teachers and school boards were inexperienced in this area. But in 1967, "the year the teachers went to war," 35 school districts had to delay opening bids to delay opening bids.

Eight Attend Scout Jamboree

Eight young men from the Detroit area including one from Livonia, are representing the Detroit Area Council, Boy Scouts of America, at the August 1-7, Irish Jamboree at the Irish International Camp, Westport on Galway Bay, Ireland.

Leader of the group is Dennis Davis, 1015 N. Lafayette, Royal Oak, Davis, a longtime Scoutmaster, is Commissioner of the Northridge District.

The Detroit contingent flew to Ireland on Monday, July 29. Following the jamboree camping experience with fellow Scouts from the "round sod", the local Scouts will be hosted for a week in the homes of Irish families.

The invitation for area Scouts to participate in the Irish jamboree was the result of a visit Irish Scouts paid Detroit as part of their World Jamboree experience last summer.

The young men representing the Detroit Area Council are: Robert Cowan, Troop 1261, Downriver District; Richard Walker, Troop 160, Northridge District; Scott Smith, Troop 1610, Northridge District; Paul Dancy, Troop 1439, Michigan District; Lloyd R. McConnell, Jr., Explorer Post 1732, Downriver District; Buddy Brill, Explorer Post 866, Sunset District; 14058 Brookfield, Livonia; Charles Wasson, Explorer Post 527, Greenfield District; and Dale Walker, Troop 1721, Downriver District.

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Kroger Stores Celebrating 85th Anniversary

Kroger stores in this area are celebrating the 85th anniversary of the founding of the retail food company during the next four weeks.

The history of the nation's third largest food chain reads like a Horatio Alger story and can be labeled "Only in America."

The first Hays Kroger grocery was opened by H.H. Kroger, son of a German immigrant, near the river front in Cincinnati. The total investment was \$722. Kroger was 23, and had already been working for 10 years. And he was willing to work harder than anyone else to achieve his dream.

Tourists Shun Freeways

Sightseers and other visitors to Michigan who really want to see the Great Lakes State should get off those beautiful freeways and on to the side road—where the traffic action isn't, the Michigan tourist office advises.

- IN PARTICIPATING in the shuffling experiment, the Michigan Tourist office offers a few suggestions:
1. Take along a map, but use it only in emergencies.
 2. Use a car compass and surprise your passengers with wonderful feats of navigation.
 3. Don't set a rigid time-table and, at the same time, keep your arms and legs from becoming rigid by getting out and stretching whenever you feel like it.
 4. By all means, use your camera.
 5. Keep a log of your trip.
 6. Pack a snack of pre-packaged foods—just in case.
- Literature describing Michigan's many places to go and things to see is available without charge from the Michigan Tourist Council, Lansing, 48926.

HE HAD SOMETHING else going for him, too, notes H.A. Gifford, vice president of the Detroit Division of The Kroger Co., which operates stores in this area.

"Kroger's mother always told him," says Gifford, "Be More Particular Than Your Most Particular Customer—and you'll please them all."

He adopted the slogan as his policy, a policy still maintained by Kroger.

The present Kroger Food Foundation, which is the organization responsible for quality control of Kroger products, was an outgrowth of Kroger's own informal testing in that first store.

He blended and roasted coffee and tea in the back room of his first store, but he tested each lot personally to be sure it was the flavor his customers wanted.

OTHER DEVELOPMENTS taken for granted in today's retailing world were pioneered by Kroger.

HE WOULD ALSO open cans of fruits and vegetables examine the contents, smell and taste before he would buy. His attitude was unheard of back in the days when the rule was "Buyer Beware." But he felt it was important. And so did his customers.

Kroger believed in selling food at low prices, too, relying on a small profit on a lot of sales rather than the then-prevailing method of depending on selling a few items at a high profit.

Today's food store takes a small profit on a lot of sales for granted, making just about a penny net profit on a dollar of sales. But "Way back then,"

--He was the first to combine meat markets and grocery stores under one roof, a development which forever today's supermarkets and "one stop shopping."

--He was among the first grocers in the country to use newspaper display ads on a regular basis to tell people about the values available at B.H. Kroger's stores.

That first small Kroger store could be tucked into a corner of a modern Kroger supermarket. Instead of a few hundred items, stores now carry upwards of 7,000. Most of those items were unheard of in Barney Kroger's day.

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