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FACT FINDER RETURNS RECOMMENDATIONS ON UNSETTLED OU-AAUP CONTRACT ISSUES

George Bowles, state-appointed fact finder, has made his recommendations on six unsettled issues in the contract negotiations between OU and its chapter of the American Association of University Professors. There are eight unsettled issues on which Bowles was not asked to examine.

The nonbinding fact-finding process was initiated by the Michigan Employment Relations Commission. Bowles met with both parties on September 9. His 16-page report was received by both parties on the evening of September 23. It is now under study.

The findings on each issue are reproduced below.

I. Salary

"Realizing that the exact allocations must be a matter of computation by the parties, it is Recommended that the parties settle this issue on the basis of an increase of 5.8% total 'new money' whether allocable to base or to step increases."

II. Health Insurance Plan

"It is, therefore, Recommended: The parties should agree on Blue Cross-Blue Shield benefit coverage as set forth in the submission of the Association, specifically, Association Exhibit 6 and Exhibit 8, provided that the parties put dollar limits contractually on the cost of the coverage, dollar limits being not in excess of the dollar amounts the University would have spent for benefits under the present coverage with American Community Mutual Insurance Company as those costs are projected for 1976-1977 or (2) The University shall grant a general benefit to the Association in this same dollar amount, and the Association shall select a third carrier providing substantially similar benefits provided, however, that the program will not be administered in the technical sense by the Association itself."

III. Delta Dental Insurance Plan

"It is Recommended by the Fact Finder that the parties not contract for a Delta or another dental plan this year."

IV. Life Insurance

"The Association's proposal makes sense to the Fact Finder. The particular plan offered by TIIA shows that four units of this collective life insurance would have cost \$48.00 per faculty member a year last year resulting in the doubling of the guaranteed benefit enjoyed the last few years..."

"The economic data presented on this issue and the cost projection convince the Fact Finder that this is a request of the Association that has persuasive merit. It is Recommended."

V. Travel Funds

"We cannot find a persuasive cast has been made here and it is Recommended that no increase in travel funds be contracted."

VI. Research Funds

"The proposal for a modest increasing in research funds from \$65,000 to \$70,000 is sound. The Fact Finder Recommends the grant of this request."