



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY  
LANSING

SUSAN CORBIN  
DIRECTOR

## EMPLOYMENT RELATIONS COMMISSION MEETING OF DECEMBER 13, 2022 APPROVED MINUTES

In accordance with the Open Meetings Act 1976 PA 267, as amended, the Michigan Employment Relations Commission met on Tuesday, December 13, 2022. The meeting was held at Cadillac Place, 3026 W. Grand Boulevard, Suite 2-750, Conference Room E, Detroit, Michigan 48202.

### CALL TO ORDER

Commission Chair Tinamarie Pappas called the meeting to order at 10:00 a.m.

### ROLL CALL

**Members Present:** Tinamarie Pappas, Commission Chair  
William F. Young, Commission Member

**Staff Present:** Sidney McBride, Bureau Director  
Lynn Morison, Administrative Law Examiner (virtual)  
Carl Wexel, Administrative Law Specialist  
Sharon Peper, Legal Secretary (virtual)  
Deborah Stewart, Senior Executive Management Asst.

**Public Present:** Several undisclosed virtual attendees

### APPROVAL OF AGENDA

MOTION by Young, seconded by Pappas, to adopt the proposed agenda as presented.

A vote was held: Yeas – Pappas, Young  
Nays – None  
MOTION CARRIED

**MICHIGAN EMPLOYMENT RELATIONS COMMISSION**  
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## APPROVAL OF MINUTES

MOTION by Young, seconded by Pappas, to approve the proposed minutes of the regular MERC monthly meeting of November 10, 2022, as submitted.

A vote was held                      Yeas – Pappas, Young  
   Nays – None  
   MOTION CARRIED

## DIRECTOR'S REPORT

Report summaries as of November 30, 2022, were as follows:

- MOAHR ALJ Reports: A total of 72 cases pending at MOAHR including 14 at the 'ready to write' stage comprising of ULP and Election cases. Also, there were 11 hearings scheduled, 2 hearings held and 12 adjourned without date.
- Appellate Report: At the close of November 30, 2022, a total of 4 MERC cases were on appeal with 3 matters before the Michigan Court of Appeals and 1 before the Michigan Supreme Court. No appellate decisions issued during the month.
- MERC Cases in Commission Review: Of the 6 cases on the monthly report, one default decision issued (20 day order) with 2 cases awaiting expiration of the exceptions filing deadline.

The next group of reports relate to the monthly activity for the various case types within the agency during November 2022. In sum—

- Election Certifications and Trends Reports. The agency conducted 4 representation elections and issued 6 certifications of representative. Those 4 bargaining units comprised 324 employee positions. One election case was referred to the MOAHR ALJs.
- ULP Trends Report During the month, there were 12 files referred to ALJs, 10 files received from the ALJs, 1 MERC decision issued, 1 Administrative Dismissal and 2 cases settled in ULP voluntary mediation.
- Mediation Activity Trends Report / Mediation Monthly Activity Report During the month, there were 33 mediation requests and 47 mediation conferences. Of the conferences, 38 were held in-person and 9 held virtually. MERC Labor Mediators settled 14 contract bargaining cases and 7 grievance mediation cases.
- New MERC Cases Report There were 88 new cases initiated during the month that comprised of 6 grievance mediation, 1 grievance arbitration appointment request, 67 contract bargaining, 3 elections, 11 ULPs and no work stoppages.

- Contract Cases in Hearing Stage: During November 2022, a total of 16 contract bargaining cases were in the hearing stage (8 Fact Finding and 8 Act 312). Five cases settled with 4 ratified while one is pending ratification.

## ADMINISTRATIVE AGENDA

### 1. Bureau Director's Updates:

Director McBride noted the following:

- a. Monthly Hearing Calendar: Discussed earlier in MOAHR ALJ Reports, there were 2 hearing dates conducted.

- b. FY2022 Annual Report:

It was moved by Young and seconded by Pappas to adopt the FY2022 Annual Report, including any subsequent revisions.

A vote was held:           Yeas – Pappas, Young  
                                       Nays – None  
                                       MOTION CARRIED.

- c. Miscellaneous:

- Retirement Resolution of Miles Micheal Cameron: Commission Chair Pappas acknowledged the upcoming retirement of MERC Labor Mediator Miles Cameron after 14 years and noted that he will be “missed by the labor community and certainly by all of us here at MERC.” Director McBride also thanked Miles recapping that he joined the agency in 2009 and Miles has received many great accolades from both labor and employers regarding his ability to assist parties with the resolution of their contract and grievance disputes. Commission Chair Pappas read the formal resolution hallmarking the service career of Miles Micheal Cameron. It was moved by Young and seconded by Pappas to approve adoption of the Retirement Resolution of Miles Micheal Cameron.

A vote was held:           Yeas – Pappas, Young  
                                       Nays – None  
                                       MOTION CARRIED

- MERC Vacancies: The public may monitor the Michigan Department of Civil Service website for future postings of upcoming MERC positions in 2023.

### 2. The next regular meeting of the Commission was confirmed for Tuesday, January 10, 2023, at 10:00 a.m. at Detroit Cadillac Place in 2<sup>nd</sup> Floor Annex in

Conference Room E. It was moved by Young and seconded by Pappas to approve the meeting date and time.

A vote was held:           Yeas – Pappas, Young  
                                  Nays – None  
                                  MOTION CARRIED.

**DECISIONAL AGENDA**   No matters requiring Commission action

**TENTATIVE DECISIONAL AGENDA FOR NEXT MEETING**

*Allegan County Road Commission and AFSCME Council 25,*  
Case No. 22-C-0591-RC.

**NEW BUSINESS**                   None.

**OLD BUSINESS**                   None.

**PUBLIC COMMENT**               None.

**ADJOURNMENT**

There being no further business before the Commission at this time, Commissioner Young moved to adjourn the meeting and seconded by Commission Chair that the meeting be adjourned at 10:15 a.m.

A vote was held:           Yeas – Pappas, Young  
                                  Nays – None  
                                  MOTION CARRIED