

**STATE OF MICHIGAN  
EMPLOYMENT RELATIONS COMMISSION  
LABOR RELATIONS DIVISION**

In the Matter of:

WAYNE COUNTY,  
Public Employer-Respondent

MERC Case No. 20-C-0490-CE

-and-

AFSCME COUNCIL 25, AFL-CIO, LOCAL 2926.01  
Labor Organization-Charging Party.

APPEARANCES:

Wayne County Corporation Counsel, by Bruce Campbell and Randy T. Enochs, for Respondent

Hilary M. Lauver, Staff Attorney, for Charging Party

**DECISION AND ORDER**

On October 28, 2020, Administrative Law Judge Travis Calderwood issued his Decision and Recommended Order<sup>1</sup> in the above matter finding that Respondent has engaged in and was engaging in certain unfair labor practices, and recommending that it cease and desist and take certain affirmative action as set forth in the attached Decision and Recommended Order of the Administrative Law Judge.

The Decision and Recommended Order of the Administrative Law Judge was served on the interested parties in accord with Section 16 of the Act.

The parties have had an opportunity to review the Decision and Recommended Order for a period of at least 20 days from the date of service, and no exceptions have been filed by any of the parties.

**ORDER**

Pursuant to Section 16 of the Act, the Commission adopts the recommended order of the Administrative Law Judge as its final order.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



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Robert S. LaBrant, Commission Member



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Tinamarie Pappas, Commission Member

Issued: February 8, 2021

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<sup>1</sup> MOAHR Hearing Docket Nos. 20-005059

**STATE OF MICHIGAN  
MICHIGAN OFFICE OF ADMINISTRATIVE HEARINGS AND RULES  
EMPLOYMENT RELATIONS COMMISSION**

In the Matter of:

WAYNE COUNTY,  
Respondent-Public Employer,

Case No. 20-C-0490-CE  
Docket No. 20-005059-MERC

-and-

AFSCME COUNCIL 25, AFL-CIO, LOCAL 2926.01,  
Charging Party-Labor Organization.

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Wayne County Corporation Counsel, by Bruce Campbell and Randy T. Enochs, for Respondent

Hilary M. Lauver, Staff Attorney, for Charging Party

**DECISION AND RECOMMENDED ORDER OF  
ADMINISTRATIVE LAW JUDGE**

On March 2, 2020, the AFSCME Council 25, AFL-CIO, Local 2926.01 (Charging Party or Union), filed the above unfair labor practice charge with the Michigan Employment Relations Commission (Commission) against Wayne County (Respondent or County). Pursuant to Sections 10 and 16 of the Public Employment Relations Act (PERA), 1965 PA 379, the charge was assigned to Administrative Law Judge Travis Calderwood of the Michigan Office of Administrative Hearings and Rules, acting on behalf of the Commission.

**Unfair Labor Practice Charge and Procedural History:**

Charging Party alleges that the Respondent violated its duty under PERA by failing to respond to an information request that was first communicated on or around August 20, 2019, and repeated on or around November 13 and 14, 2019, and again on January 8, 2020.

An evidentiary hearing was scheduled for April 13, 2020. On April 6, 2020, the parties jointly requested that this matter be adjourned pending possible settlement discussions. The April 13, 2020, hearing was adjourned to July 7, 2020.

During a June 24, 2020, telephone pre-hearing conference it was determined that an evidentiary hearing would not be needed and that the parties instead would submit a stipulation of facts and file legal briefs. On August 3, 2020, the parties informed my office that they had reached an agreement on the factual stipulations. The parties filed their briefs, inclusive of joint exhibits and the factual stipulations on August 21, 2020.

Stipulation of Facts:

1. The Charging Party and Respondent are parties to a Collective Bargaining Agreement (CBA) which expired on September 30, 2019 and has been extended by mutual agreement on a month-to-month basis.
2. The current CBA extension expir[ed] on July 31, 2020.
3. Charging Party AFSCME Council 25 and its affiliated Local 2926.01, together with Locals 1862 and 2057, comprise the AFSCME Supervisors bargaining unit. The bargaining unit is a party to a collective bargaining agreement (CBA) with Wayne County. Local 2926.01 represents select Engineers employed within the Wayne County Department of Public Services (DPS).
4. Per the Classifications Appendix to the CBA, Local 2926.01 represents the following classifications: Engineer 1, Engineer 2, Engineer 3, Engineer 4, Engineer 5, Engineer 6, Engineer 7, and Cooperative Engineering Student.
5. Richard Johnson, currently and at all times relevant to this Charge, serves as the AFSCME Council 25 Staff Representative for Local 2926.01.
6. Respondent Wayne County is the public employer of the Engineers in Local 2926.01.
7. By law, the division of Labor Relations acts for the County, under the direction of the Wayne County CEO's Office, in the negotiation and administration of collective bargaining contracts.
8. Also by law, collective bargaining on behalf of Wayne County is directed by and through its Labor Relations Director.
9. Joseph P. Martinico is the current Wayne County Director of Labor Relations and has been since September 2017.
10. The Wayne County Chief Labor Relations Analyst is also a position within the Labor Relations Division and reports directly under the Director of Labor Relations.
11. The current Chief Labor Relations Analyst for the County is Randy T. Enochs, Jr. and has been since September 2017.
12. The County's Labor Relations Division is typically composed of a: Director, Chief Labor Relations Analyst, and at least one (1) Labor Relations Analyst.

13. The Director of Labor Relations divides and assigns the County's numerous Unions and CBAs between the Chief Labor Relations Analyst and Labor Relations Analyst which makes that assigned individual responsible and the contact person for matters directly involving their assigned Union or bargaining unit.
14. The Chief Labor Relations Analyst and Labor Relations Analyst are responsible for, inter alia, handling grievances, holding special conferences, and any other minor miscellaneous matters that arise during the day-to-day work week.
15. A routine day-to-day matter that the Chief Labor Relations Analyst and Labor Relations Analyst handles is a request for information from a Union.
16. Since September 2017, Mr. Enochs has been assigned to the AFSCME Supervisors CBA bargaining unit and its constituent locals, including Local 2926.01.

#### **TIMELINE OF EVENTS**

1. Arash Roshanrouz served as the President of Local 2926.01, first from 2010 until 2016, and after re-election, most-recently served as the President from January 1, 2019 until his termination from the County on May 15, 2020.
2. On January 16, 2019, upon his re-election as Local President, Mr. Roshanrouz emailed Mr. Enochs to inform him that he had been elected [as] Local 2926.01 President.
3. Roshanrouz was aware that Mr. Enochs, as the Chief Labor Relations Analyst, was assigned to the AFSCME bargaining units as referenced above in paragraph 14.
4. On February 8, 2019, Mr. Roshanrouz made a request for documentation and made this request directly to Mr. Enochs, and only copied one other member of Wayne County Personnel and Human Resources, Matthew Bueter.
5. On February 25, 2019, Michael VanAntwerp was hired as the new Division Director of Engineering for the Wayne County Department of Public Services (DPS).
6. When Mr. Roshanrouz requested information, sought to schedule a Special Conference, or file a grievance, he almost always sent an email directly or by carbon copy to Mr. Enochs to keep him apprised of the requests.
7. Mr. Enochs often received "thank you" email messages from Mr. Roshanrouz for responses to his requests.

8. Mr. Enochs was frequently copied on Mr. Roshanrouz's information sought from other sources within the County.
9. On at least two occasions, Mr. Roshanrouz directly contacted members of Wayne County LR/HR, outside of the Labor Relations Division, requesting information.
10. Prior to August 2019, Mr. Roshanrouz neither direct[ly] nor indirectly contacted Mr. Martinico for information requests.
11. On July 1, 2019, Mr. Roshanrouz emailed Labor Relations requesting a Special Conference pursuant to Article 12 of the CBA, regarding an alleged "reorganization in [the] design [office]."
12. On July 8, 2019, Mr. Roshanrouz emailed Mr. Martinico informing him that information needed for the special conference had not been received. Specifically, Mr. Roshanrouz requested the following pre-6/26/19 restructuring memo documents:
  - a. Engineer-4 Design (Squad Leader)
    - i. Official HR Job Description
    - ii. Effective Dates for Job Description and Position Description.
  - b. Engineer-6-Assistant Division Construction Engineer
    - i. Official HR Job Description
    - ii. Effective Dates for Job Description and Position Description.
  - c. Engineer-6 Quality Assurance and Consultant/Utility Coordinator
    - i. Official HR Job Description
    - ii. Effective Dates for Job Description and Position Description
  - b. Engineer-7-Division Design Engineer
    - i. Official HR Job Description
    - ii. Effective Dates for Job Description and Position Description.
13. On August 5, 2019 a Special Conference was held regarding Mr. Roshanrouz's request.
14. At the August 5, 2019 Special Conference, DPS emphatically stated that there was no reorganization within the Engineering Division and assured the Union that DPS was aware such a reorganization was governed by the CBA.

15. On August 20, 2019, Mr. Roshanrouz emailed Director Martinico, with the subject line reading: “Requesting Information for Post Sp Conference discussions”.
16. This above referenced August 20, 2019 email was also copied to: Richard Johnson (AFSCME Council 25); Steve Mahlin (P/HR Director); Bernabe Salinas (2926.01 Member); and Eric Lentz (Current 2926.01 Interim President).
17. The August 20, 2019 email requested the Central HR position descriptions and the written job descriptions, including job duties and responsibilities that existed “as of or before the date of recent reorganization on 6/26/19 and “B-Position Descriptions (ADA), as of or before the same date (6/26/19)” for:
  - a. Engineer 7: Bridge Consultant/Utility Coordination & Asset Management
  - b. Engineer 7: Division Permits Engineer
  - c. Engineer 7: Division Construction Engineer
  - d. Engineer 6: Assistant Division Permits Engineer
  - e. Engineer 6: Assistant Division Construction Engineer.
18. On September 6, 2019, Mr. Roshanrouz sent another email to Director Martinico, copying the same individuals in the email referenced in Paragraphs 15 and 16, stating, in part: “This is to follow up with a request the local made and no response was provided as of yet. Unfortunately, the special conference we had and all the discussions and waiting after neither provided any answers to issues at hand nor DPS stopped or reversed the reorganization already happened/happening and the harms to our members is ongoing.” On this same date, Mr. Martinico made a verbal request to appropriate Human Resources personnel for copies of the requested job descriptions.
19. On September 6, 2019, Director Martinico made a verbal request to appropriate HR personnel for copies of the requested job descriptions.
20. On September 12, 2019, Mr. Roshanrouz sent another email to Director Martinico, carbon copying Richard Johnson (AFSCME Council 25); Steve Mahlin (P/HR Director); Bernabe Salinas (2926.01 Member); Eric Lentz (Current 2926.01 Interim President), and other bargaining unit members, indicating that the information requested August 20, 2019 had not yet been received.
21. On September 12, 2019, Director Martinico emailed Ewonnie Thomas and Matthew Bueter in P/HR who could provide the information, and carbon copied Mr. Enochs.

22. On October 17, 2019, the DPS Engineering Division Director, Mr. VanAntwerp, abruptly resigned leaving the Engineering Division without a Director. This position remains vacant.
23. On November 13, 2019, Richard Johnson emailed Director Martinico, copying Mr. Mahlin and Mr. Roshanrouz, indicating information requested in August 2019 should be provided as soon as possible.
24. Mr. Johnson did not carbon-copy Mr. Enochs in his November 13, 2019 [email].
25. On November 14, 2019, Mr. Martinico responded to Richard Johnson stating that the November 13, 2019 email was caught in the County's spam filter stating: "Please let me know what you wanted. Thanks[.]"
26. On November 14, 2019, Richard Johnson responded back to Mr. Martinico that he re-sent the request and asked for confirmation of receipt.
27. On December 11, 2019, Mr. Martinico began a medical leave of absence and was unable to return to the office until February 3, 2020.
28. From December 24, 2019 to January 2, 2020, Wayne County Administrative offices were closed for holiday.
29. On January 8, 2020, Richard Johnson forwarded the November 13, 2019 email to Mr. Enochs indicating that there had not yet been a response to the information request.
30. Mr. Johnson's January 8, 2020 email to Mr. Enochs was the first instance that Mr. Enochs was asked directly by the Union for the information that is the subject of this charge.
31. On January 8, 2020, Mr. Enochs emailed Mr. Bueter and Ms. Thomas asking and stating, "Did the positions below have any changes to their job descriptions? I am not aware of any reorganization that occurred in Engineering, but have made an inquiry."
32. On January 8, 2020, Ms. Thomas responded to Mr. Enochs [sic] email with a portion of the requested job descriptions, but needed additional information (either position number or incumbent) to send the correct one.
33. On January 10, 2020, Mr. Enochs emailed Richard Johnson, copying Ken Bailey (AFSCME Council 25); Director Martinico; Beverly Watts (County); and Robbin Rivers (County) stating that either the position number or incumbent name was

needed for the below positions to ensure the correct document was sent. This email was forwarded to Mr. Roshanrouz the same day.

- a. Engineer 7: Division Permits Engineer
  - b. Engineer 6: Assistant Division Permits Engineer
  - c. Engineer 7: Division Construction Engineer
  - d. Engineer 6: Assistant Division Construction Engineer.
  - e. Engineer 4: Design-Squad Leader
34. On January 10, 2020, Mr. Roshanrouz responded to Richard Johnson providing the necessary information for the County to send the correct positions.
  35. On January 13, 2020, Richard Johnson forwarded the above mentioned response to Mr. Enochs, Mr. Martinico, and Mr. Mahlin.
  36. On January 22, 2020, during the parties' bargaining meeting, Mr. Roshanrouz followed up about the information request.
  37. On January 23, 2020, Mr. Enochs followed up with Ms. Thomas on the information request.
  38. On January 29, 2020, Mr. Enochs forwarded Ms. Thomas' reply email and attached job descriptions to Assistant Division Director of DPS Roads, Robbin Rivers. This was forwarded to Ms. Rivers as [Labor Relations] thought Ms. Rivers would know the proper person to address this in VanAntwerp's absence.
  39. On February 13, 2020, Richard Johnson emailed Director Martinico and Mr. Enochs stating a response had not been received, or he had missed the county's response.
  40. Shortly after Mr. VanAntwerp resigned as the DPS Engineering Division Director, Deputy Director Elmeka Steele was assigned by DPS to assist Labor Relations with the information request because of the Division Director of Engineering vacancy.
  41. On February 14, 2020, Deputy Director Steele who was assisting Labor Relations, emailed Mr. Enochs to get a better understanding of the information request, and stated she would work with Rechelle Burnet and get back with Labor Relations the following week.
  42. On March 3, 2020, Council 25 filed the instant ULP charge.
  43. Also on March 3, 2020, Mr. Enochs emailed the requested documentation to Mr. Roshanrouz.

44. On March 5, 2020, AFSCME Council 25 came into possession of the emailed documents from the Local.
45. No grievance was filed pertaining to a reorganization of the Engineering Division in violation of the CBA as the Engineering Division never [under]went such a reorganization.

In addition to the factual stipulations set forth above, the parties also stipulated to three separate exhibits. Joint Exhibit 1 is the parties' current collective bargaining agreement. Joint Exhibit 2 is a series of emails between Charging Party and the Respondent which provide a timeline of the information requests, and cover a period of time between late August 2019, through March 2020. Joint Exhibit 3 is a September 17, 2019, email from Thomas to Martinico, which included several of the requested job descriptions. That email also indicated that Thomas had three more of the requested descriptions that were not provided because they had not "been finalized" and were "subject to modifications."

#### Discussion and Conclusions of Law:

In the instant case, while the above stipulated facts indicate that the Charging Party made its first request for the relevant job descriptions, as well as other information, in July of 2019 and repeated that request again in August of 2019, those requests fall outside of the Act's strict six-month statute of limitations. See MCL 423.216(a). As such, the present matter is confined to the period of time beginning with the September 6, 2019, email from Roshanrouz to Martinico and others, and continuing through to the date that this Charge was filed. Accordingly, the question before the Commission is whether the Respondent's ultimate delay of six months in providing the requested for job descriptions violated its duty under Section 10(1)(e) of the Act.

It is a long-held principle that an employer subject to PERA, in order to satisfy its bargaining obligation under Section 10(1)(e) of Act, must supply in a timely manner information requested by the union which will permit the bargaining representative to engage in collective bargaining and police the administration of its collective bargaining agreement. *Wayne Co*, 1997 MERC Lab Op 679; *Ecorse Pub Schs*, 1995 MERC Lab Op 384. Here, there is no question, nor does the Respondent attempt to dispute, that the Charging Party was entitled to the requested information under PERA.<sup>1</sup> Rather, as indicated above, the sole question is whether the amount of time that elapsed before the information was provided violated the Act. While the Commission has not articulated the precise time for employers to respond to information requests, its approach in determining whether an employer's delay violates PERA appears to focus on the circumstances of each case. In *Detroit Public Schools*, 1990 MERC Lab Op 624, the Commission found that "[w]aiting two and three months for information that should be readily available to the Respondent is unreasonable." While, in *Keego Harbor*, 28 MPER 24 (2014), charging party requested information on July 2, 2010, and Respondent provided some of the information on August 25, 2010, the first day of the hearing. There, while the employer did take steps to provide the

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<sup>1</sup> The Respondent states in its brief, "[i]n this case, the County does not dispute that Local 2926.01's information request for job descriptions for the classifications within its bargaining unit is relevant."

information on the first day of hearing, the Commission nonetheless found that the information was not provided “with completeness and reasonable promptness.” Moreover, in *City of Lowell*, 28 MPER 62 (2015), the Commission found a violation based upon a delay of a little over a month, finding significant that the information requested was not provided until after the filing of the unfair labor practice charge.

On its face, it is the opinion of the undersigned that a delay of six months is excessive under the act and constitutes a violation of an employer’s duty. As such, were it not for the Respondent’s claims that the circumstances described above justify or otherwise obviate its delay, the inquiry would go no further. The Respondent, in defense of its delay, points to several factors and circumstances, each of which will be addressed in kind.

Firstly, the Respondent claims that the Charging Party’s initial request for the job descriptions was made outside of the “County’s established procedures” and different from the way the “Union previously requested information” because it was made directly to Martinico and not to Enochs.<sup>2</sup> The County’s argument is predicated on the fact that prior to the September request, Roshanrouz was not only aware that Enochs was the contact person for issues regarding the bargaining unit, but also that Roshanrouz had previously requested information from Enochs under PERA previously. The County argues that Martinico was not the appropriate person to make the request of, and also claims that despite this, as attested to within the factual stipulations, Martinico nonetheless attempted to follow up on the requested information following the September 6, 2019, request.

Respondent, in support of the above claim, cites to *City of Detroit*, 25 MPER 13 (2011). There, the Commission found that the charging party’s “continued disregard of the established protocol” relative to information requests caused the complained of delay. More specifically, it was determined by the ALJ in that case that the charging party, despite repeated instructions that information requests should be sent to the City’s labor relations division, continually transmitted such requests to the City’s Law Department. Charging party’s actions had the effect of its requests not being considered under PERA, but instead being treated as requests under the state’s Freedom of Information Act. In the opinion of the undersigned, application of the preceding case to the present matter is not appropriate. Here, there is no indication that Roshanrouz was ever told that all information requests must go through one specific person, in this case Enochs. Moreover, Roshanrouz’s requests were not made to a separate department or to someone unrelated to issues arising under PERA, his request was made directly to the Labor Relations Director. Accordingly, despite the Respondent’s attempts to paint the actions undertaken by Roshanrouz as bizarre or otherwise so far outside what could be expected, it is my finding that Roshanrouz’s choice to make the request directly to Martinico does not justify the six months it took for the request to be filled.

Respondent next argues that the delay was not unreasonable because the County made the decision to wait until “it had a full and accurate set of job descriptions before providing [the information requested] to the Union.” In this instance, Respondent cites to *City of Detroit*, 30

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<sup>2</sup> The County’s brief makes this claim relative to the August 20, 2019, email, however as indicated herein, the first actionable request under the act occurred on September 6, 2019. In any event, because the September request was simply a repeat of the August request and was sent to the same individuals, the Employer’s argument remains relevant and salient. For purposes of consistency, the undersigned will refer to the September request.

MPER 39 (2016). In that case the ALJ was faced with several allegations relative to the union's information requests. With respect to a portion of the allegations, the ALJ found reasonable the employer's decision to withhold providing certain information piecemeal and instead opting to provide a large amount of information at once. It is important to note however the context by which the employer's decision had been made. There, as described by the ALJ, the employer had been subjected to a "continued barrage of requests." The ALJ went so far as to state, "Based upon the facts before me, including Charging Party's multiple, vague and often irrelevant information requests, I find, again, that it is the [Union], and not the City, which has violated its bargaining obligations under PERA."

Similar to the County's first argument, the facts and circumstances set forth herein do not lend themselves to being viewed through the lens of the above case cited by Respondent. While the Charging Party made several requests, there is nothing in the record to suggest that the requests were made in bad faith or were otherwise similar to the "continued barrage" of requests experienced by the employer in *City of Detroit*, 30 MPER 39. In fact, the Employer does not dispute that the information sought by the Union was in fact relevant under PERA. Moreover, there is nothing to suggest, nor does the Employer attempt to argue that the Union continually modified its request. Also, compelling, the factual stipulations do not indicate the actual nature of the trouble the Employer may have had in fulfilling the requests. Finally, while the Employer makes the argument that it waited so long to provide a "full and accurate set" of the job descriptions, it never appeared to communicate that reason to the Union and instead simply continued to ignore the repeated requests.

The County's next argument centers on the fact that the Union's request referenced an alleged reorganization. The County claims that referencing a reorganization that did not in fact exist caused "confusion" with both Enochs and Steele. The County even goes as far to characterize the Union's request as "inappropriate" and seeking information that "did not exist." The County states in its brief that it, "instead of bickering or making petty objections to this request, made a good faith effort to obtain the job descriptions in the interest of harmonious labor relations and because the County knew this information was to be supplied under PERA." The County's arguments in this manner are inconsistent and incongruent – in one regard it claims the information request is inappropriate while next admitting that the information sought is of the type required to be provided under PERA. While the Union's stated purpose for seeking the information may have proved incorrect or not based in fact, such does not excuse or obviate the County's obligation.

Finally, the County lists several other "additional factors and circumstances" that contributed to its delay in fulfilling the request. Examples of the factors include changes in personnel within the labor department, a medical leave of absence by Martinico, office closures for holidays, etc. The County claims that despite these issues it was "clearly and diligently working on this information request." While these factors and circumstances may prove to be cumbersome in processing the request, they do not excuse the County's complete failure in providing job descriptions in a timely fashion under the Act. In the opinion of the undersigned, it is clear that the County dropped the ball with respect to these requests, and only after being prompted again and again by the Union did it in fact make any good faith effort to comply. Moreover, the facts and circumstances argued by the County do not excuse its significant and excessive delay in providing information clearly relevant under PERA. As such it is my finding that the County's

delay in timely providing the information sought by the Union violated its duty under PERA.

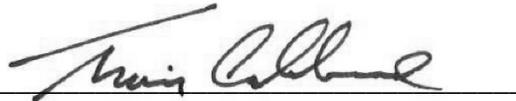
I have considered all other arguments as put forth by the parties and conclude such does not warrant a change in my findings. As such, I recommend that the Commission issue the following order.

Recommended Order

Respondent Wayne County, its officers and agents, are hereby ordered to:

1. Cease and desist from refusing to timely provide AFSCME Council 25, AFL-CIO, Local 2926.01 with information that is relevant and necessary to its role as the bargaining agent for employees of Respondent.
2. Post the attached notice to employees in conspicuous places on Respondent's premises, including all places where notices to employees are customarily posted, for a period of thirty (30) consecutive days.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



Travis Calderwood  
Administrative Law Judge  
Michigan Office of Administrative Hearings and Rules

Dated: October 28, 2020

UPON THE FILING OF AN UNFAIR LABOR PRACTICE CHARGE WITH THE MICHIGAN EMPLOYMENT RELATIONS COMMISSION (COMMISSION) BY THE **AFSCME COUNCIL 25, AFL-CIO, LOCAL 2926.01**, THE COMMISSION HAS FOUND **WAYNE COUNTY** TO HAVE COMMITTED AN UNFAIR LABOR PRACTICE IN VIOLATION OF THE MICHIGAN PUBLIC EMPLOYMENT RELATIONS ACT (PERA). PURSUANT TO THE TERMS OF THE COMMISSION'S ORDER,

**WE HEREBY NOTIFY OUR EMPLOYEES THAT:**

**WE WILL** cease and desist from refusing to timely provide AFSCME Council 25, AFL-CIO, Local 2926.01, with information that is relevant and necessary to its role as the bargaining agent for employees of Respondent.

**WE WILL** provide to AFSCME Council 25, AFL-CIO, Local 2926.01 with information that is relevant and necessary to its role as the bargaining agent for employees of Respondent in a complete and timely manner.

**WAYNE COUNTY**

By: \_\_\_\_\_

Title: \_\_\_\_\_

This notice must be posted for a period of thirty (30) consecutive days and must not be altered, defaced or covered by any material. Any questions concerning this notice may be directed to the office of the Michigan Employment Relations Commission, Cadillac Place, 3026 W. Grand Blvd, Suite 2-750, P.O. Box 02988, Detroit, Michigan 48202. Telephone: (313) 456-3510.

Case No. 20-C-0490-CE; Docket No. 20-005059-MERC