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STATE EMPLOYMENT RELATIONS BOARD
STATE OF OHIO

In the Matter of Fact-Finding Between
FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL, INC.

and

ERIE COUNTY SHERIFF

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**FINDINGS AND
RECOMMENDATIONS**

CASE NO.: 96-MED-10-0871

March 11, 1997

Charles Z. Adamson, Fact-Finder

Appearances

For the Fraternal Order of Police, Ohio Labor Council, Inc.:

Phil Hatch
607 Lee Street
Marion, Ohio 43302

For the Erie County Sheriff:

Terry R. Griffith, Esq.
Assistant County Prosecutor
Erie County Prosecutor's Office
Sandusky, Ohio 44870

The undersigned was appointed Fact-Finder in this dispute by the State Employee Relations Board (SERB) on November 29, 1996 pursuant to Section 4117-9-05 of the Administrative Code. The bargaining unit involved herein consists of all non-deputized Corrections Corporals and Corrections Officers employed by the Erie County Sheriff's Department.

I.

HEARING

A hearing was held on January 31, 1997, in Sandusky, Ohio. Both parties attended the hearing and elaborated upon their positions regarding the remaining issues at impasse through their representatives as listed on the preceding page.

II.

MEDIATION

After a period of mediation the case proceeded to hearing. The issues remaining at impasse are the following:

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|----------------------------------|------------------------|
| 1. Vacations | 10. Weather Closings |
| 2. Holidays | 11. Wages |
| 3. Sick Leave | a. Rates of Pay |
| 4. Personal Days | b. Shift Premium |
| 5. Leaves of Absence Without Pay | c. Longevity Pay |
| 6. Hours of Work/Overtime | d. Call in Pay |
| 7. Light Duty | e. Injured on Duty Pay |
| 8. Maintenance of Practice | f. PERS Pickup |
| 9. Uniform Maintenance | |

III.

CRITERIA

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CRITERIA

In compliance with Ohio Revised Code, Section 4117.14(C)(4)(e) and Ohio Administrative Code Rule (4117-9-05(J), the Fact-Finder considered the following criteria in making the findings and recommendations contained in this report:

- (1) Past collectively bargained agreements between the parties;
- (2) Comparison of the unresolved issues relative to the employees in the bargaining unit with those issues related to other public and private employees doing comparable work, giving consideration to factors peculiar to the area and classification involved;
- (3) The interest and welfare of the public, the ability of the public Employer to finance and administer the issues proposed, and the effect of the adjustments on the normal standard of public service;
- (4) The lawful authority of the public Employer;
- (5) Any stipulations of the parties;
- (6) Such other factors, not confined to those listed above, which are normally or traditionally taken into consideration in the determination of issues submitted to mutually agreed-upon dispute settlement procedures in the public service or in private employment.

ISSUES AND RECOMMENDATIONS

IV

VACATIONS

1. The Union's Position

Currently employees are entitled to vacation after one (1) years service

based on the contract provisions set forth below:

<u>LENGTH OF SERVICE</u>	<u>VACATION</u>
Less than 1 year	NONE
1 year but less than 7 years	80 hours
7 years but less than 14 years	120 hours
14 years but less than 21 years	160 hours
21 years or more	200 hours

The Union wishes to improve the employee's vacation accrual as follows:

<u>LENGTH OF SERVICE</u>	<u>VACATION</u>
Less than 1 year	NONE
1 year but less than 7 years	80 hours
7 years but less than 10 years	120 hours
10 years but less than 15 years	160 hours
15 years but less than 20 years	200 hours
20 years or more	240 hours

2. The Employer's Position

The Employer opposes the Union's improved vacation leave provision asserting that the current leave schedule is in effect for all of Erie County and is comparable with other sheriff's units throughout the state. The Employer concludes that

as the bargaining unit ages in seniority the potential economic cost to the Employer resulting from improved vacation benefits would accelerate to a prohibitive level.

3. Findings and Recommendations

Evidence indicates that the vacation entitlement schedule in the last collective bargaining agreement between the parties is comparable to a substantial number of sheriff units throughout the State of Ohio. It is also significant that, according to the Employer, this same vacation leave schedule is applicable to employees working in other Erie County departments. The Union has not substantiated the necessity for recommending approval of its improved vacation proposal with its potential for an additional cost burden falling on the Employer. Accordingly, under the circumstances, I recommend that the Union's proposal in this respect be rejected and the vacation schedule in the last collective bargaining agreement between the parties remain the same in the new agreement.

V.

HOLIDAYS

1. The Union's Position

At present employees who work on holidays receive additional holiday premium pay of eight (8) hours compensation in addition to their regular pay for that date. The Union believes that employees working on holidays should be paid their holiday premium pay at a time and a half rate.

2. The Employer's Position

The Employer opposes the Union's time and a half holiday premium proposal. It asserts that this is not an appropriate method of compensation for holidays when the correction officer unit works under a twenty four (24) hour day, seven (7) day operation.

3. Findings and Recommendations

The correction officers who work in the county jail are employed on a twenty-four (24) hour, seven (7) day operation. The current holiday premium provision appears to be adequate considering the financial package for corrections officers. Accordingly, I recommend that the Union's holiday premium pay proposal not be adopted.

VI.

SICK LEAVE

1. The Union's Position

The Union asserts that the sick leave provision should be modified to include overtime hours when calculating sick time credit. According to the Union, this would bring the contract in line with a grievance that it had been previously settled in this regard.

As for the Employer's sick leave proposals, the Union asserts that the current contract language is adequate to deal with the reasons for illness as well as any problems in respect to misuse of sick leave. It maintains that the present policies, as set forth in the last collective bargaining agreement, adequately address all sick leave issues.

2. The Employer's Position

The Employer proposes language allowing it to request a medical examination for an employee prior to returning to work from sick leave/injury leave. Currently contract language limits such examinations to situations where the employee is on medical leave. In addition, the Employer proposes a two (2) hour call in requirement for sick leave or other emergency leave to replace the current contract language requiring that an employee call in one (1) hour prior to sick leave or other emergency leave. According to the Employer, the one (1) hour call in requirement does not provide sufficient time to replace employees who notify the Employer prior to taking sick leave or other emergency leave.

The Employer further proposes new language to provide for progressive discipline for repeated use of sick leave without physician slips. It asserts that among unit employees sick leave usage is high with 120.8 hours being used per employee in 1995 and 94.8 hours per employee being used in 1996.

Finally, the Employer opposes the Union's proposal to pro rate sick leave covering the hours that an employee works overtime. Its reason for opposing this provision is that the department's sole payroll clerk would be overburdened by continuous calculations of small amounts of sick leave accrual arising out of overtime situations. The Employer notes that unit employees are already compensated for overtime hours worked and it is not necessary to provide additional compensation in the form of sick leave accrual.

3. Findings and Recommendations

In respect to the Union's sick leave proposal calling for overtime hours to be included when calculating sick time credit, I find that the Union has not proved its case in this respect and recommend that this proposal not be approved.

The Employer made several proposals to change the sick leave provision in the contract. First, I find that the Employer has not sustained the burden of showing that medical examination provisions in the contract should be expanded to requiring an examination for an employee prior to returning to work from sick leave/injury leave. Accordingly, I recommend that this proposal be rejected. The Employer's proposal requiring a two (2) hour call in for a sick leave or other emergency leave replacing the current provision requiring a one (1) hour call would assist the Employer in attempting to replace employees who called in on sick or emergency leave. Accordingly, I recommend this proposal.

Finally, as for the Employer's proposal for a system of progressive discipline for repeated use of sick leave without physician slips, I find that the Employer has not substantiated the need for this proposal. According to evidence provided by the Employer, sick leave usage per employee decreased in 1996 as compared to 1995 - 94.8 hours of sick leave were utilized per employee in 1996 as compared to 120.8 hours being used per employee in 1995. Accordingly, I recommend that this proposal not be approved.

VII.

PERSONAL DAYS

1. The Union's Position

The Union takes the position that employees should be allowed more flexibility by allowing them to request personal days three (3) days in advance rather than the current contractual two (2) weeks advance notice. Under the present contract there is no provision for time off with short notice unless it is sick leave. The Union asserts that the Employer's position in respect to staffing problems arising from granting this proposal is exaggerated.

2. The Employer's Position

The Employer opposes the Union's request to change the time for requesting personal days off from the current language of two (2) weeks in advance to three (3) days in advance. It asserts that reducing the request time would place serious restraints on the Employer's manning responsibilities in a twenty four (24) hour operation. Problems would arise particularly on weekends when sufficient management personnel are not present to deal with these requests.

3. Findings and Recommendations

Since the operation of a jail is a twenty four (24) hour operation, I am reluctant to recommend changes that would have the possibility of interfering with the Employers arranging for personnel coverage. It is recognized that the current contract's two (2) weeks advance notice requirement for taking personal days off does not provide the employees with much flexibility. Providing the Employer with ten (10) days advance notice for personal days off would reasonably accommodate both parties. Accordingly, I recommend ten (10) days advance notice be given in this respect.

VIII.

LEAVES OF ABSENCE WITHOUT PAY

1. The Union's Position

The Union asserts that it is sufficient that both parties agree in the contract to abide by the provisions of the Family and Medical Leave Act. It indicates concern about the personal privacy of employees being invaded by medical records not being kept confidential when documentation is provided in accordance with the Employer's proposal. Consequently, its agreement to conform with the law is deemed to be the appropriate response to this issue.

2. The Employer's Position

The Employer would like to include in Article 19, Section 1, specific language as to supporting medical documentation, including prognosis of the serious health condition

and the date of anticipated return to duty without restrictions. It asserts that these requirements are set forth in the Family and Medical Leave statute. If the detailed statutory requirements were included in the contract, employees applying for family and medical leave would know exactly what is required of them in the way of certification

3. Findings and Recommendations

Both parties agree that Section 19.01 should be entitled "Family and Medical Leave" and that the reference to the probationary period in this paragraph should be deleted. They made strong arguments in support of their positions. The Employer indicated that the Family and Medical Leave Act provisions would be easier to administer if the contract contained specific language regarding supporting medical documentation. On the other hand, the Union expressed grave concerns as to personal privacy issues arising out of the failure to insure confidentiality of medical records. The Family and Medical Leave Act sets forth in detail the requirements for substantiating documentation. The Union is required, and agrees, to abide by the Act's provisions. Since the documentation requirements are set forth in the statute, I do not find it necessary to repeat them in the collective bargaining agreement. Accordingly, I recommend that the Employer's proposal in this respect not be adopted.

IX.

HOURS OF WORK/OVERTIME

1. The Union's Position

The Union proposes that utilizing a forty (40) hour work week and an eight (8) hour work day instead of the current eighty (80) hour week for the calculation of overtime would result in an equitable method of compensation for unit employees. It also provided evidence in respect to the hours worked by part-time employees during the years 1995 and 1996 and asserts that this should be corrected by a contract provision giving the regular employees preference for overtime over the part-time employees.

The Union also provided evidence as to the work distribution on the day shift, afternoon and midnight shift of unit members. It asserts that bidding for shifts on a semi-annual basis would be a more equitable way to administer the contract rather than the current practice.

2. The Employer's Position

The Employer opposes the Union's proposal that the present work week and overtime contract language be changed. It also opposes the Union's proposal that all overtime work should be offered to full-time bargaining unit employees before being offered to part-time employees. Finally, the Employer opposes the Union's proposal of establishing permanent shifts on a semi-annual basis of seniority.

The Employer maintains that this unit is not entitled to a forty (40) hour week under the Fair Labor Standards Act since the employees are acting in a police capacity which provides for exemption under this Act. As for part-time employee limitation, the Employer contends that the Union's proposal would place an onerous burden on the Employer's budget since it now utilizes part-time employees in a limited fashion to replace full-time employees who are on paid leave. It notes that there has been no reduction in positions in the bargaining unit or hours worked by employees in said unit as consequence of the Employer's limited use of part-time employees.

The establishment of permanent shifts based on seniority, according to the Employer, would interfere with its requirement to cover each shift with an appropriate mix of manpower in a relatively small unit of eighteen (18) corrections officers and five (5) corporals. Shift preference would also favor some employees with a small amount of seniority over other employees in a unit where there is only a slight difference in seniority among most of the employees.

3. Findings and Recommendations

There has been no evidence to contradict the Employer's assertion that its use of part-time employees has not resulted in the loss of bargaining unit positions or hours worked by regular full-time members of the bargaining unit. Accordingly, I recommend that the Union's proposal that full-time employees be given preference or overtime over part-time employees not be adopted. In addition, the Union has not rebutted the

Employer's assertion that the unit is not entitled to a forty (40) hour week for calculation of overtime as proposed by the Union because unit employees fall under a police exemption in the Fair Labor Standards Act. As a result, I recommend that the Union's proposal in this respect not be adopted.

Finally, the Union failed to substantiate its proposal that permanent shifts be established on the basis of seniority. Evidence indicates that this a relatively small unit. A number of these employees were hired around the same time so that they all have fairly similar seniority dates. Granting this proposal would discriminate against a fair number of employees for the term of the three (3) year contract. Accordingly, I am recommending that this proposal not be adopted.

X.

LIGHT DUTY

1. The Union's Position

The Union requests the establishment of a light duty category which would be awarded after the approval of a physician. This status could be maintained for a period of no more than a 120 days per calendar year. It would allow an employee to fill some type of established position even though the employee was not at full physical capability.

2. The Employer's Position

The Employer opposes the Union's proposal to add a provision establishing a light duty category for unit employees. It asserts that in the operation of the county jail there is

no such category that can be utilized in a practical manner. Either an employee is physically qualified to work on active duty, or the employee is on some type of sick leave. The jail cannot be operated with employees being in some intermediate category between either fit for duty or sick leave

3. Findings and Recommendations

If there were evidence to indicate that positions existed among unit employees requiring a greater or lesser amount of physical fitness, further inquiry could be made into the establishment of a light duty category for unit employees. However, the record reflects that in the instant matter an employee is either physically qualified to work or the employee should be on some type of sick leave. Evidence is lacking as to intermediate categories between fit for duty or sick leave. Accordingly, I recommend that the Union's proposal in this respect not be adopted.

XI.

MAINTENANCE OF PRACTICE

1. The Union Position

The Union takes the position that the maintenance of current practice provisions, Article 24, Section 4, clause should be retained for the reason that there is nothing wrong with it and consequently it should not be changed.

2. The Employer's Position

The Employer proposes the deletion of the maintenance of current practice provision which provides for the continuation of all policies and procedures currently in effect which are not specifically provided for in the collective bargaining agreement and which have not been amended or altered by the collective bargaining agreement “...unless changed circumstances dictate otherwise”. The Employer asserts that the Union should bargain for each and every benefit. Since the parties have had a “zipper clause” in the collective bargaining agreement for the last twelve (12) years, this type of language is unenforceable according to the Employer.

3. Findings and Recommendations

The maintenance of current practice provision in the latest collective bargaining agreement between the parties exists in a number of collective bargaining agreements in both the private and public sector in a similar form. Whether or not the Employer's argument that the zipper clause in the collective bargaining agreement makes the maintenance of standards clause redundant, and whether or not the Employer is correct that this type of language is enforceable, is immaterial. Its inclusion in the collective bargaining agreement provides the Union with a sense of security. Accordingly, I do not recommend the adoption of the Employer's proposal to delete the maintenance of current practice provision.

XII.

UNIFORM MAINTENANCE

1. The Union's Position

The Union proposes that the \$3.80 per week dry cleaning fee be raised to a fee of \$5.80 per week which would allow the cleaning of one uniform per week. It asserts that the cost of dry cleaning has increased and the unit members should be compensated in this respect.

2. The Employer's Position

The Employer opposes any increase in its compensating unit members \$3.80 for dry cleaning each week. It asserts the \$3.80 amount is sufficient since the proposed increase represents a fifty three percent increase or an additional \$7,716.00 over the life of a three (3) year contract. It also points out that some uniforms are washable and don't require dry cleaning.

3. Findings and Recommendations

It is undisputed that the cost of dry cleaning uniforms continues to increase. The Union's proposal to raise the weekly dry cleaning fee from \$3.80 per week to \$5.80 per week is a reasonable one. Accordingly, I recommend its adoption.

XIII.

WEATHER CLOSINGS

1. The Union's Position

The Union proposes that the practice of compensating employees at time and a half the hourly rate when there are weather closings of county offices should be reflected in the collective bargaining agreement. It feels that the better resolution of this matter is to set forth the practice in the agreement rather than merely relying on the practice.

2. The Employer's Position

The Employer opposes the Union contract proposal. It bases its objection on the fact that the operation of the county jail is a twenty four (24) hour/seven (7) day operation and is not comparable to other county operations which do not operate on this schedule. Further, the Employer points out that corrections officers currently receive extra compensation for showing up when county buildings are closed because of weather, this practice having been in existence for the last two years.

3. Findings and Recommendations

Evidence indicated that for the last two years, correction officers have been receiving extra compensation for showing up when county buildings are closed because of weather. Since this practice has been operating in a satisfactory manner, I see no necessity for incorporating a provision in this respect in the collective bargaining

agreement. Accordingly, I recommend that the Union's proposal in this respect not be adopted.

XIV.

WAGES-RATES OF PAY

1. The Union's Position

The Union proposes a five percent increase for all classifications for each year of the contract. It asserts that Erie County warrants comparison with Geauga County which has a comparable population of about 80,000 and also has a tourist industry. It notes that first-line Geauga corrections supervisors receive a higher hourly rate than their counterparts in Erie County. In addition, Clark, Franklin and Greene Counties pay a higher top rate in their applicable contracts.

2. The Employer's Position

The Employer proposes that each bargaining unit employee shall receive the sum of \$500.00 in a lump sum payment in the last pay period in each of the three contract years. It opposes the Union's position of a five percent increase per year for each employee. It asserts that currently the corrections unit is among the highest paid in the State of Ohio, including those units which have several pay steps; the unit involved herein has no pay steps. It asserts that the Sheriff's budget has increased 34.7 percent as a result of the most recent collective bargaining agreement. It maintains that if wages are

continually raised eventually the Sheriff's Department will consume the majority of the Erie County general fund budget.

The Employer notes that the unit has received seventy five percent raises over the last eight years commencing in 1988. The current compensation for correction officer after one (1) year of service is \$15.46 per hour while a corporal earns \$16.29 per hour. According to the Employer the proposed rate increases would compensate a correction officer at \$37,211.00 per year at the end of the three (3) year contract; when overtime is added to the base rate the correction officer's salary would be approximately \$40,484.00 at the end of the new contract term. By the same token, a corporal would earn \$42,638.00 with overtime at the end of the proposed three (3) year contract. It further notes that although Clark, Franklin and Greene County correction officers receive higher compensation than the unit members involved herein, the top level compensation is only achieved after these officers progress through either four or five or six pay steps.

3. Findings and Recommendations

The record reflects that in the last eight (8) years since 1988 unit employees have received substantial raises amounting to seventy-five percent increases during this period. It is further noted that the units utilized by the Union for wage comparison purposes, Franklin, Geauga, Greene and Hamilton Counties, not only have salary steps to reach the top compensation level, but also are a combination of more than one safety unit which includes, among other classifications, correction officers/jailers, the only classification

involved herein. Under these circumstances, neither a recommendation supporting the Union's five percent per year increase, nor a recommendation as to the Employer's \$500.00 per year bonus for each of three (3) years is warranted. Accordingly, I conclude and recommend that the correction officers receive a 2.5% raise for each year of the three (3) year contract.

XV.

WAGES-SHIFT PREMIUM

1. The Union's Position

The Union believes that the correction officers should achieve parity with the Erie County deputies whose contract provides for \$.20 an hour shift differential for the afternoon shift and \$.35 per hour shift differential for the mid-night shift.

2. The Employer's Position

The Employer maintains that the current shift premium of \$.05 an hour for the afternoon shift and \$.10 an hour for mid-night shift is appropriate considering the current high rate of base pay. It notes that this provision has a potential to affect two thirds of the unit members if the Employer grants the Union's request to raise shift premiums. This would result in additional costs of \$10,512.00 for the evening shift and \$17,520.00 for the night shift for the term of the proposed contract.

3. Findings and Recommendations

The Union has not sufficiently substantiated the necessity for a change in the shift premium for the unit involved herein in view of the current compensation of these employees. Accordingly, I recommend that the current shift premium for the correction officers remain the same as the premium provision reflected in the last contract.

XVI.

WAGES-LONGEVITY PAY

1. The Union's Position

The Union asserts that its proposed increases in longevity at all steps which range from one hundred thirty three percent to two hundred twenty percent are warranted. It would awards each unit member longevity pay of \$.05 for each year of continuous service starting in the fifth year up to and including the twentieth year. As a result an employee with five (5) years of service would receive \$.05 per hour longevity payment while someone with twenty (20) years service would receive an \$.80 per hour longevity payment. This provides more flexibility than the current agreement which awards \$166.40 longevity pay after six (6) years, \$312.00 annually after thirteen (13) years and \$520.00 after twenty (20) years.

2. The Employer's Position

The Employer asserts that the current longevity pay contract language should be maintained in the new agreement. It claims that this language is uniform in the rest of the

county, and is either comparable to or exceeds, the longevity pay of similar units within the state. The Employer opposes the Union's increases in longevity at all steps, noting that it is economically unreasonable and damaging to the Sheriff's budget - particularly since many of bargaining members have comparatively high seniority.

3. Findings and Recommendations

The Union's longevity pay proposal provides for substantial increases in longevity pay which would affect a number of unit employees who enjoy high seniority. This provision would also be at variance with a standard longevity provision currently applicable to all county employees. Because of the cost involved the undersigned is reluctant to recommend the Union's proposal to apply to a unit of employees that is currently well compensated. Accordingly, I recommend that the Union's proposal in this respect be rejected and that the longevity provision remain the same as the previous contract.

XVII.

WAGES-CALL IN PAY

1. The Union's Position

The Union proposes a two hour minimum call in time or actual time worked, whichever is greater. If the payment for call in work results in an employee working more than eight (8) hours during a twenty-four (24) hour period, or more than forty (40)

hours in a seven (7) day period - compensation for these hours is proposed to be paid at the time and one half rate.

2. The Employer's Position

The Employer proposes to maintain the current language in respect to call in pay which provides compensation for work in this status based on actual time worked. Currently, if the payment for the call in time results in the employee working more than eighty (80) hours in a fourteen (14) day period, the hours exceeding eighty (80) will be paid at the time and a half rate. It opposes the Union's call in proposal in its entirety because of cost ramifications.

3. Findings and Recommendations

The Union's proposal that a two (2) hour minimum call in time provision be applied to this unit is fair and reasonable and it is recommended that it be adopted. All of the other Union proposals in respect to this provision are rejected as not being sufficiently supported to warrant their inclusion in the contract.

XVIII.

WAGES-INJURED ON DUTY

1. The Union's Position

The Union's position as to the removal of the words in the injured on duty provision "as a result of violent action requiring hospitalization for a minimum of twelve (12) hours" is based on the rationale that this type of leave could be used to offset

Worker's Compensation and the extended waiting time for Worker's Compensation. It would also assist in cases where there was no sick leave.

2. The Employer's Position

The Employer proposes to maintain the current language. It opposes the Union's proposal to remove the qualifying words. The Employer argues that the Union's proposed language would change the coverage of this provision from a serious on duty injury to any contusion or bruise. It asserts that unit currently has sick leave for small injuries and the added coverage of Ohio Worker Compensation benefits. Consequently, the language should remain the same and continue to be limited to serious injuries in order to provide needed income during a long convalescence

3. Findings and Recommendations

The Employer's position that the current contract language adequately covers employees and that sick leave provisions and Worker's Compensation benefits provide sufficient coverage for less serious injuries does not warrant changes. Accordingly, the Union's proposal to remove the qualifying words in this section is rejected.

XIX.

WAGES-PERS PICK UP

1. The Union's Position

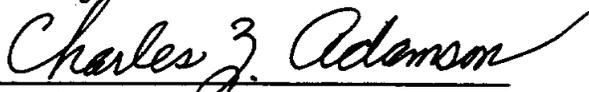
The Union supports its 8.5% PERS pick up proposal by arguing that this is not an unique proposal since it is in a number of collective bargaining agreements for police departments and sheriff departments throughout the State of Ohio.

2. The Employer's Position

The Employer opposes the Union's proposal that the entire employee contribution for PERS be contributed by the Employer. It asserts that this is an economic issue which results in an indirect wage increase. The cost of this benefit would be the equivalent to granting employees an additional 8.55% in compensation. It points out that the PERS pick up plan is not utilized by any appointing authority or bargaining unit in Erie County, and indicates that the cost of this proposal would be in excess of \$73,000.00 in the first year alone.

3. Findings and Recommendations

It is apparent that any PERS pickup provision comes within the purview of wage increase. No PERS pickup plan is used by any Erie County appointing authority or is applied to any bargaining unit in the County. Accordingly, for this reason and because of the plan's substantial economic ramifications I find that this proposal is not warranted and recommend that it be rejected.



Charles Z. Adamson
Fact-Finder

March 11, 1997

Date