RFT OFFICERS (continued)

President	*Vice president*	*Treasurer*	*Secretary*
1995-96 John Olekszyk	Irma Bosma, Ex. Dexter Keller, Sec. Barb Moffitt, El.	Bob English	Barb Haggart
1997-98 John Olekszyk	Barb Haggart, Ex. Marty Quinn, Sec. Barb Moffitt, El.	Cathy McPherson	Clare Baxter
1999-00 John Olekszyk	Barb Haggart, Ex. Marty Quinn, Sec. Barb Moffitt, El.	Cathy McPherson	Clare Baxter

Roseville Federation of Teachers

Salary Schedules

1965-2000

Year	BA - MIN	BA - MAX	MA - MIN	MA - MAX
1965	5,200	8,300	5,600	8,800
1970	8,000	13,000	8,500	15,000
1975	9,918	16,523	10,660	19,097
1980	13,559	22,588	14,576	26,108
1985	18,009	28,845	19,744	33,341
1990	24,304	39,328	26,645	49,087
1995	30,334	49,087	33,257	56,658
2000	34,403	56,080	37,719	64,729

CONTRACT NEGOTIATION TEAMS

1964-65 Contract
Rod Bork
Velma Simms
Sam Ferrante
Dick Hile

1966-67 Contract
Lloyd Latham
Joe Benko
Irma Bosma
Rod Bork

1967-68 Contract
Jerry Mrofka
Roy Severson
Fred McCracken
Irma Bosma
Rod Bork

1968-69 Contract
Rod Bork
Irma Bosma
John Olekszyk
Fred McCracken

1969-70 Contract
Harry Buck
Irma Bosma
Lloyd Latham
John Olekszyk
Vito Conti
Rod Bork
Roy Severson

1970-71 Contract
Frank Mancina
Bernie Nummer
Lloyd Latham
Jan Police
Joe Benko
Irma Bosma
John Olekszyk

1971-73 Contract
John Olekszyk
Irma Bosma
Frank Mancina
Natalie Koshey
Bernie Nummer

1973-76 Contract
John Olekszyk
Natalie Koshey
Bernie Nummer
Frank Mancina
Margaret Johnson
Irma Bosma

1976-78 Contract
John Olekszyk
Natalie Koshey
Frank Mancina
Irma Bosma

1978-80 Contract
Frank Mancina
John Olekszyk
Irma Bosma
Becky Vasil

80-82 Contract
Irma Bosma
John Olekszyk
Paula Rollet
Becky Vasil
Frank Mancina

1982-83 Contract
John Olekszyk
Irma Bosma
Becky Vasil

1983-84 Contract
John Olekszyk
Becky Vasil
Irma Bosma
Dexter Keller

1985-88 Contract
John Olekszyk
Becky Vasil
Dexter Keller
Margaret Cox

1988-90 Contract
John Olekszyk
Irma Bosma
Dexter Keller
Bernie Nummer

90-93 Contract
John Olekszyk
Irma Bosma
Dexter Keller
Bernie Nummer
Barb Moffitt

1993-96 Contract
John Olekszyk
Irma Bosma
Barb Moffitt
Dexter Keller
Bernie Nummer

1996-98 Contract
John Olekszyk
Irma Bosma
Barb Moffitt
Dexter Keller

1998-01 Contract
John Olekszyk
Barb Moffitt
Cathy McPherson
Marty Quinn
Barb Haggart

RFT GRIEVANCE HISTORY

The grievance process is one of the primary methods by which the Union protects the rights and benefits of its members. The end result of these grievances is oftentimes a "win". Sometimes it is a loss and in most occasions it is a "WOP" (withdrawn without predjudice). The following is a list of the number of grievances filed each year and the more important cases that ended in arbitration:

School Year	Number of Grievances Filed	Arbitration Cases	
1969-70	15		
1970-71	26		
1971-72	23		
1972-73	27	#15-73	CSLB-Pregnancy Benefits-WON
1973-74	16	#11-74	Secondary Lay-Offs-LOST
		#12-74	Elementary Lay-offs-WON
1974-75	23	#2-75	Elementary Overloads-WON/LOST
		#19-75	Coaching Positions-LOST
1975-76	23	#17-76	Secondary Overloads-LOST
1976-77	26		
1977-78	39		
1978-79	30	#28-79	Bode Tenure-WON
1980-81	27	#24-81	Sp. Ed. Overloads-WON
		#26-81	H.S. Athletic Dir.-WON
1981-82	18	#15-82	Pay for Ext. Assign._WON
1982-83	26	#1-83	T.C. Lay-off/Assign. -WON
1983-84	16		
1984-85	16	#15-85	H.S. Grading Policy-LOST
1985-86	15	#11-86	CSLB Benefits-LOST
1986-87	7		
1987-88	10		
1988-89	5		
1989-90	8	#7-90	Snow Day/Personal Day-WON
1990-91	5		
1991-92	3		
1992-93	10	#6-93	Work Study Counselor-LOST
1993-94	5	#5-94	Cafeteria Plan-LOST
1994-95	16	#2-95	TC Assignment-WON
		#13-95	JH Librarians Work Day-WON
1995-96	8		
1996-97	1		
1997-98	6		
1998-99	7	#3-99	JH IEPT-Prep Time-WON
1999-20	2		

THE STRIKE YEARS

On several occasions the membership of the Roseville Federation of Teachers found it necessary to withhold services in order to achieve those contractual demands they felt were important and necessary. Strikes were a testing ground in the early years of collective bargaining. Roseville teachers walked the picket line in a show of solidarity. We would like to salute those who walked the line in **1969**, **1971**, **1973** and **1976**. The longest of these strikes was in 1973 when teachers stayed out of the classroom until September 26. In many of the pictures that follow, you will see examples of these struggles.

THE FACTFINDING YEARS

The Michigan Employment Relations Commission (MERC) was a state agency created to help resolve contract disputes between employees and employers in both the private and public sectors. The process involved negotiations with the assistance of a State Mediator to a point of impasse. The issues were then submitted and argued before a State Factfinder. The factfinder would then issue a report which would recommend a basis for settlement. Neither side was obligated to accept the report but the process often resulted in an agreement.

The RFT utilized the factfinding process on more than one occasion to create the basis for a settlement at the end of a strike or to avoid a strike. In **1976**, **1978**, **1980**, **1983**, **1984**, **1993** and **1995** the RFT Negotiation Team, after extensive negotiations with the district team, went through the long and tedious process of preparation and presentation of issues. Oftentimes, the issues were to protect the gains of the past and to achieve some modest degree of success in salary, benefits and working conditions.

All of these strikes and factfinding negotiations clearly show that the gains teachers have achieved over the years came about as a result of the hard work, dedication, and patience of the Roseville teachers and the leadership of the RFT. To one and all, we salute and commend your efforts.