

ITEM 136-106-R0707

TO: Montana Board of Regents

FROM: Kevin McRae, Director
Labor Relations and Human Resources

RE: Agreement between the Montana University System and International Union of Operating Engineers covering maintenance employees at the Colleges of Technology in Missoula, Butte, Helena, Great Falls, and Billings.

DATE: July 11, 2007

This agreement covers certain maintenance employees at the Colleges of Technology in Missoula, Helena, Butte, Great Falls, and Billings.

The agreement consists of:

- Salary increases averaging no greater than 3.6% in October 2007 and October 2008.
- Term: The agreement expires June 30, 2009.

I recommend approval of the tentative agreement (attached).

**Agreement between the Montana University System
and
International Union of Operating Engineers
covering maintenance employees
at the Colleges of Technology
in
Missoula, Butte, Helena, Great Falls, and Billings.**

The parties agree to revise the labor agreement in the following manner:

Compensation:

Effective July 2007, the 10-year longevity increment shall increase from 1.5% of base salary to a new rate of 2% of base salary, consistent with the state employee compensation statute.

Effective October 1, 2007, members of the bargaining unit hired on or before September 30, 2007, shall receive a base wage increase of 3.6%.

Effective October 1, 2008, members of the bargaining unit hired on or before September 30, 2008, shall receive a base wage increase of 3.6%.

For insurance-eligible employees, an increase in the employer's premium contribution from the current rate of \$557 per month to a new rate of \$590 in July 2007; and from \$590 to \$626 in July 2008.

Outsourcing of work (new section):

The Employer shall not reduce the wages or work hours of bargaining unit members in a material or significant manner through the contracting out of bargaining unit work without providing the union sufficient notice and opportunity to bargain the subject in good faith. The Employer shall comply with all bargaining obligations required by Montana's collective bargaining act for public employees.

Pension letter:

Renew pension agreement consistent with Department of Administration language.

Term:

Revise the dates in the contract to reflect the new term ending June 30, 2009.

Other:

In addition to the contract items above, the parties agree that labor-management meetings are an appropriate forum to discuss the subjects of: staffing levels related to facility expansions/additions; and call back procedures with a goal of fair distribution of overtime opportunities.

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Also, the Director of Labor Relations (Kevin McRae) will coordinate and share a review of practices and procedures regarding the purchase and/or replacement of prescription safety glasses.