

Memo

To: Board of Regents
From: Kevin McRae
Director of Labor Relations and Human Resources
Date: September 4, 2007
Re: Item 136-110-R0907

I recommend approval of the following labor agreement. The agreement covers certain employees represented by the Plumbers and Pipefitters Union in Billings, Bozeman, and Missoula.

Agreement

- Addendum A
Work Day / Work Week
Add the following new sentence: "A 4-10 work week (four ten-hour days) may be worked by mutual agreement. If a 4-10 work week is implemented, it will be worked as four consecutive days excluding Saturday and Sunday."
- Wages
Employees shall receive a base wage increase of 3.6% on October 1, 2007.
Employees shall receive a base wage increase of 3.6% on October 1, 2008. If any other bargaining unit receives a general pay raise of greater than 3.6% in either year of the contract, the employer agrees to re-open the Plumbers and Pipefitters contract to negotiate wages.
- Article IX D. Rest Periods
Add the following new sentence: "Employees required to work beyond their regularly scheduled shift shall receive a 15-minute paid rest break every two hours."