

Memo

To: Board of Regents
From: Kevin McRae, Director of Labor Relations and Human Resources
Date: October 28, 2009
Re: **Item 145-106-R1109**

I recommend approval of the following labor agreement between the Montana University System and the Graphic Communication International Union Local 242-C at The University of Montana.

The agreement covers seven employees in Missoula.

The agreement includes a two-year wage freeze through June 30, 2011.

**Tentative Agreement
between the
Montana University System
and the
Graphic Communication International Union Local 242-C**

Preamble:

This agreement is made and entered into on this the First day of July, ~~2007~~ **2009**, by and between the Montana University System at the University of Montana in Missoula, Montana, hereinafter referred to as the Employer, and GRAPHIC COMMUNICATION INTERNATIONAL UNION, LOCAL 242-C, hereinafter referred to as the Bargaining Agent, and is for the purpose of mutually establishing the rights of the parties and the terms and conditions of employment of all of those employees covered by this agreement, hereinafter referred to as employee(s), and the parties hereto mutually agree as follows:

Article I – Contract Term.

Section A. Contract Term

This contract shall be in full force and effect from the date of July 1, ~~2007~~ **2009**, to and including June 30, ~~2009~~ **2011**, and shall be considered as renewed from year to year thereafter unless either party to this agreement notifies the other

party, in writing, in accordance with the following negotiation schedule, of its desire to modify or terminate this agreement.

Section B. Negotiations Schedule

Either party desiring to modify or terminate the agreement must notify the other in writing by March 30, 2009 2011.

Article X - Employee Benefits; Section F. Group Insurance

The employer agrees to increase its contribution to each employee's monthly health insurance premium by 8.5% in July 2009 and by 8% in July 2010. The employee must be in a half-time-or-greater position to receive health insurance benefits. Currently, the employer pays \$7,512 per year toward each employee's premium. The increases proposed here mean the employer would contribute \$8,148 toward each employee's premium in Fiscal Year 2010 (*\$679 per month*), and \$8,796 toward each employee's premium in Fiscal Year 2011 (*\$733 per month*).

(no change in language regarding insurance contributions for up to four months while an employee is on workers compensation due to a work related injury.)

Addendum A (Note eliminate "International" from the title of the Addendum).

I – Wages A. -Wages

All employees in each classification will be compensated at the following wage rates.

	July 1, 2009	July 1, 2010
Duplicating Shop Worker II	12.10	12.10
Administrative/Production Assistant	13.60	13.60
Duplicating Shop Worker III	14.57	14.57
Duplicating Machine Operator II	14.46	14.46
Bindery Coordinator	17.86	17.86
Duplicating Machine Operator III	16.16	16.16
Journey Pressperson	19.82	19.82
Lead Pressperson	20.37	20.37
Campus Quick Copy Manager	17.40	17.40
Campus Quick Copy Associate Manager	14.34	14.34
Business Manager/Production Support	17.80	17.80

Upon ratification of the agreement, any full-time employee whose annualized base

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ATTACHMENT**

wage is \$45,000 or less shall receive a one-time payment of \$450.

If any other bargaining unit receives a general pay raise in either year of the contract, the employer agrees to re-open the Graphic Communication Union Local 242-C contract to negotiate wages.

III– WORK DAY – WORK WEEK C. –Alternative Schedule Model (NEW)

At any time, management can develop an alternative work week scheduling model, and following review by the Bargaining Agent, may implement on the basis of mutual agreement.