

Memo

To: Board of Regents
From: Kevin McRae, Director of Labor Relations and Human Resources
Date: October 28, 2009
Re: **Item 145-108-R1109**

I recommend approval of the following labor agreement between the Montana University System and the Maintenance Painters Union.

The agreement covers 15 employees in Missoula, Bozeman, Butte and Billings.

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

Tentative Agreement
between the
Montana University System
and the
Maintenance Painters Union

The following revisions shall be incorporated into the collective bargaining agreement:

1. For a two-year period, increase the layoff notice to 30 calendar days.
2. For a two-year period, provide two-year call-back rights in the event of a layoff.
3. Upon ratification of the agreement, any full-time painter whose annualized base wage is \$45,000 or less shall receive a one-time payment of \$450.
4. If the University System negotiates a general pay raise with any other bargaining unit during the term of this agreement, the University System agrees to re-open the economic provisions of the Painters contract for negotiation.
5. If the Legislature convenes a special session called by the Governor to allocate additional state funding to the University System during the term of the contract, the parties agree to re-open the economic provisions of the contract for negotiation.
6. If the University System negotiates a special parking fee with any other bargaining unit during the term of the contract, the parties agree to negotiate the subject with the Painters union.