

Memo

To: Board of Regents
From: Kevin McRae, Director of Labor Relations and Human Resources
Date: December 17, 2009
Re: **Item 146-102-R0110**

I recommend approval of the following labor agreement between the Montana University System and the Pacific Northwest Regional Council of Carpenters.

The agreement covers 30 employees in Missoula, Bozeman, Billings, and Butte.

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

TENTATIVE AGREEMENT
BETWEEN THE
MONTANA UNIVERSITY SYSTEM
AND THE
PACIFIC NORTHWEST REGIONAL COUNCIL OF CARPENTERS

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

- This contract shall be in full force and effect from the date of July 1, ~~2005~~ **2009**, to and including June 30, ~~2009~~ **2011**. ~~However, it is expressly understood and agreed that negotiations shall commence prior to June 30, 2007, solely for the purpose of discussing and negotiating an adjustment of wage rates as set forth in Addendum A of this agreement for the remainder of the term of this contract.~~ Either party desiring to commence negotiations for the purpose of adjusting wages shall notify the other party no later than March 30, ~~2007~~ **2011**. The contract 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.
- Memorandum of understanding to begin on July 1, 2009, and expire on June 30, 2011, to provide a greater minimum notice before any permanent layoff (30 calendar days instead of 10 working days).

- 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 2010 (*\$733 per month*).
- Increase the health and welfare as described in the temporary carpenter memo from \$4.39 to \$5.15 (may exceed statutory employer contribution).
- If the Montana Legislature convenes a special session during the term of the Agreement to allocate additional funding to the Montana University System, the parties agree to re-open the economic provisions of the contract for negotiation.
- If the Montana University System agrees to a general pay raise (e.g., cost of living, across-the-board, or any base salary wage agreement for a bargaining unit) with any union for the next biennium (7-1-09 through 6-30-11), the parties agree to re-open the Carpenters' economic provisions for negotiation.
- Effective July 1, 2009, upon Board of Regents ratification of this agreement (whichever is later), each member of the bargaining unit whose base wage (excluding longevity) is less than \$45,000 annually on a 1.0 FTE basis shall receive a payment of \$450 as a non-base taxable bonus.
- The parties also agreed to house-keeping language for clarification between "fixed term" and "temporary" positions. The language shall be reviewed by the parties before final signature of the Agreement.