

Memo

To: Board of Regents
From: Kevin McRae, Director of Labor Relations and Human Resources
Date: February 1, 2010
Re: **Item 146-103-R0310**

I recommend approval of the following labor agreement between the Montana University System and the International Union of Operating Engineers.

The agreement covers 32 employees in Missoula, Butte, Helena, Great Falls, and Billings.

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

Tentative Agreement
between the
Montana University System
and the
International Union of Operating Engineers

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

- Two-year contract term running July 1, 2009, through June 30, 2011.
- Update the health insurance language to reflect the employer's contribution toward employee premiums in accordance with state law.
- For all job classifications with a minimum hiring rate of less than \$10 per hour, raise the minimum to \$10 effective July 1, 2010.
- Effective upon union ratification and Board of Regents ratification (at the Regents meeting on March 5, 2010), each full-time member of the bargaining unit whose annualized base wage is less than \$45,000 shall receive a one-time payment of \$450. Part-time employees whose hourly wage is at or below the same rate and who work at least half-time shall receive a one-time payment of \$225.
- If any other bargaining unit receives a general pay raise (base wage increase), the parties agree to re-open the contract for economic negotiations.