

## Memo

To: Board of Regents  
From: Kevin McRae, Director of Labor Relations and Human Resources  
Date: February 1, 2010  
Re: **Item 146-104-R0310**

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

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

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

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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.
- Addendum A – at Montana Tech, any maintenance engineer permanently assigned the responsibilities for key management shall receive an additional \$1 per hour in base pay for such duties and responsibilities.
- Article 9, Section E – change reference from “Vietnam Vet” to all veterans.
- 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.
- Update the health insurance language to reflect the employer’s contribution toward employee premiums in accordance with state law.
- If any other bargaining unit receives a general pay raise (base wage increase), the parties agree to re-open the contract for economic negotiations.