

**Summary of Tentative Agreement
between
International Union of Operating Engineers, Local #400
and the
Montana University System**

Modify the 1999-2001 collective bargaining agreement as follows:

1. Change "colleges/divisions of technology" to "colleges of technology" throughout the agreement (1.2, 1.3, 5.7, 9.1, 10.1, 13.1).
2. Section 5.1 WAGES

Change the last two sentences to read: "Effective the first day of the pay period that includes November 1, 2001, employees' base salary shall be increased by 4%. Effective the first day of the pay period that includes November 1, 2002, employees' base salary shall be increased by 4%."
3. Section 5.4 INSURANCE COVERAGE

Change the first sentence to read: "The employer contribution to health insurance for full-time and permanent part-time employees working twenty (20) or more hours a week shall be \$325.00 per month for the fiscal year ending June 30, 2001 and \$366.00 per month for the fiscal year ending June 30, 2002."
4. Section 5.5 RETIREMENT

Change the first sentence to read: "Employees' participation in the statutory public employees retirement programs shall be in accordance with statute."
5. Section 6.7 COMPENSATORY TIME

Change to read: "Upon termination or death, any unused compensatory time will be paid to the employee at the regular rate of pay at the time of termination or death, or the average regular rate of pay received by the employee during the last three (3) years of the employee's employment, whichever is higher. A college of technology may establish other timeframes in which compensatory time must be used or will be cashed out."
6. Section 14.1 CONTRACT TERM

Change 1999 to 2001 and change 2001 to 2003.
7. Addendum B

Modify as follows.

ADDENDUM B

Hourly and Annual Pay Schedules Based on 2080 Hours
Does Not Include Insurance

For new employees effective the first day
of the pay period that includes November 1, 2001

2001-2002

| <u>GRADE</u> | <u>ANNUAL ENTRY SALARY</u> | <u>ANNUAL MARKET SALARY</u> | <u>HOURLY ENTRY SALARY</u> | <u>HOURLY MARKET SALARY</u> |
|--------------|------------------------------------|-------------------------------------|------------------------------------|-------------------------------------|
| 6 | 13,769 | 16,393 | 6.620 | 7.881 |
| 7 | 14,948 | 17,835 | 7.186 | 8.575 |
| 8 | 16,283 | 19,474 | 7.829 | 9.363 |
| 9 | 17,718 | 21,245 | 8.518 | 10.214 |
| 10 | 19,311 | 23,210 | 9.284 | 11.159 |
| 11 | 21,057 | 25,368 | 10.124 | 12.196 |
| 12 | 22,997 | 27,772 | 11.056 | 13.352 |

For new employees effective the first day

of the pay period that includes November 1, 2002

2002-2003

| <u>GRADE</u> | <u>ANNUAL ENTRY SALARY</u> | <u>ANNUAL MARKET SALARY</u> | <u>HOURLY ENTRY SALARY</u> | <u>HOURLY MARKET SALARY</u> |
|--------------|------------------------------------|-------------------------------------|------------------------------------|-------------------------------------|
| 6 | 14,237 | 16,950 | 6.845 | 8.149 |
| 7 | 15,456 | 18,442 | 7.431 | 8.866 |
| 8 | 16,837 | 20,136 | 8.095 | 9.681 |
| 9 | 18,320 | 21,967 | 8.808 | 10.561 |
| 10 | 19,968 | 23,999 | 9.600 | 11.538 |
| 11 | 21,773 | 26,231 | 10.468 | 12.611 |
| 12 | 23,779 | 28,716 | 11.432 | 13.806 |