



**MONTANA UNIVERSITY SYSTEM  
OFFICE OF THE COMMISSIONER OF HIGHER EDUCATION**

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**ITEM 124-105-R0904**

**To:** Board of Regents

**From:** Kathy L. Crego, Director  
Labor Relations and Personnel

**Re:** Approval of the Tentative Agreement with International Union of Operating Engineers

**Date:** September 23-24, 2004

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Attached is a summary of the tentative agreement with the International Union of Operating Engineers (IUOE), Local #400. The tentative agreement includes only the sections of the agreement wherein changes were made. The entire agreement may be accessed electronically at <http://www.montana.edu/wochelp/collbarg/html>.

This bargaining unit covers approximately 30 employees at Montana Tech of The University of Montana, The University of Montana-Western, Montana State University-Bozeman, and The University of Montana-Missoula. The employees maintain the heating and ventilation systems and perform other skilled maintenance duties.

The tentative agreement provides for a 25 cent per hour increase in wages, effective January 1, 2005, and increased the monthly contribution to group health insurance by \$44 in FY 2004 and \$50 in FY 2005, consistent with HB 13 increases. Also included in the tentative agreement is a partial tuition waiver benefit for dependents in FY 2005 that will be administered in accordance with Regent policy. Because of the delay in the union's ratification of this tentative agreement, the partial tuition waiver for dependents is effective with the beginning of fall semester 2004. It is not retroactive to the summer sessions.

The agreement includes a few language modifications, but most are not substantive. Notable changes include: The one-year leave of absence granted to employees who are unable to perform their job duties due to a disability was changed to nine months, with a possible three-month extension based on medical documentation. The agreement was modified to incorporate the federal requirement that seniority continues to accrue during a leave without pay when an employee is called to active military duty.

The bargaining unit has ratified the tentative agreement. I recommend approval of the tentative agreement with IUOE.