

ITEM 125-102-R1104 Agreement

**Proposed Tentative Agreement
between
United Association of Plumbers and Pipefitters
and
The Montana University System**

Modify the 2001-2003 agreement for 2003-2005 as follows.

1. ARTICLE 1

Section A. Contract Term (page 1)

Section B. Negotiations Schedule (page 1)

Change “2001” to “2003” and change “2003” to “2005.”

2. ARTICLE XI Section B.5 Effective of Leave Without Pay (page 21)

Change the last sentence to read: “Seniority will cease to accrue during leaves without pay in excess of thirty (30) calendar days except when the leave without pay is because the employee was called to active military duty.”

3. ARTICLE XIII GRIEVANCE PROCEDURE Section D. Grievance Committee (page 26)

In the last sentence change the work “applied” to “appealed.”

4. ADDENDUM A.VI. WAGES

Effective January 1, 2005, increase salaries by 25 cents.

5. ADDENDUM A. III. UNION PENSION PLAN

Change the second sentence to read: “Pension plan participation is currently in effect at MSU-Bozeman, The University of Montana-Missoula, and MSU-Billings.”

6. Add the following new memorandum of understanding.

“A partial tuition waiver benefit for dependents will be piloted for bargaining unit employees during FY 2005, if employees ratify a collective bargaining agreement. Such benefit shall be administered in accordance with Regent policy. This policy will be available for Fall, 2004 semester classes.”

7. Add the following new memorandum of understanding.

“If any other craft bargaining unit settles for an across-the-board wage increase greater than 25 cents per hour effective January 1, 2005 (unless such bargaining unit chooses to participate in MAP), the employer agrees to renegotiate with the union over the implementation of similar provisions.”