

ITEM 125-103-R1104

**TENTATIVE AGREEMENT
BETWEEN
MONTANA UNIVERSITY SYSTEM
AND
PACIFIC NORTHWEST REGIONAL
COUNCIL OF CARPENTERS**

Modify the 2001-2003 collective bargaining agreement as follows:

1. ARTICLE I Section A. Contract Term
Section B. Negotiations Schedule

Change dates to reflect a July 1, 2003 to July 1, 2005 contract term.

2. ARTICLE XI Section B.6. Effect of Leave Without Pay, page 20

Change the last sentence to read: Seniority shall cease to accrue during a leave of absence in excess of thirty (30) days except when the leave without pay is because the employee was called to active duty.

3. ARTICLE XI Section H.1. Insurance Coverage

Change to read as follows: The employer contribution to health insurance for eligible employees shall be \$410.00 per month for the fiscal year ending June 20, 2004, and \$460.00 per month for the fiscal year ending June 30, 2005. All permanent half-time or more employees who regularly work more than six (6) months in any twelve (12) month period are eligible for coverage under the Montana University System Group Health Insurance Program. The employer will continue to make group insurance contributions for up to four (4) months while an employee is on a workers' compensation leave of absence as a result of an injury sustained while employed at a unit of the university system.

4. ADDENDUM A. WAGES

Modify as follows:

| | | |
|----------------------|-----------------|----------------|
| 1) a. <u>Wages</u> | <u>11/01/02</u> | <u>1/01/05</u> |
| Journeyman Carpenter | \$17.48 | \$17.73 |
| Foreman Carpenter | \$18.58 | \$18.83 |

5. MEMORANDUM OF UNDERSTANDING

Change to read: 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. If the employer agrees with any bargaining unit to implement biweekly payroll periods or to increase the pay frequency at Montana State University-Bozeman, the Carpenters shall receive the same deal.

6. ARTICLE XV Section B.2 Disability

Change to read: In the event that an employee becomes incapable of performing the regular duties of the employee's classification, and sick leave and annual leave have been exhausted without correction or removal of the disability, then an employee shall be granted up to a maximum of six (6) months cumulative leave without pay. Upon request to the campus human resources office, the period of leave without pay may be extended to six (6) additional months with accompanying medical documentation. The employer shall assist the disabled employee to determine and pursue rights under the workers' compensation or disability insurance and, where feasible, shall seek to reemploy the employee in any other position for which the employee may qualify.

7. Add the following new Memorandum of Understanding

A partial tuition waiver benefit for dependents will be piloted for bargaining unit employees during FY 2005. Such benefit shall be administered in accordance with Regent policy. The tuition waiver is available to eligible bargaining unit members Fall semester 2004.