



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

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ITEM 125-103-R1104

To: Board of Regents

From: Kathy L. Crego, Director
Labor Relations and Human Resources

RE: Approval of Tentative Agreement with Pacific Northwest Regional Council of Carpenters

Date: November 18-19, 2004

Attached is a summary of the tentative agreement reached with the Pacific Northwest Regional Council of Carpenters. The entire agreement can be accessed electronically at: <http://www.montana.edu/wochelp/collbarg/collbarg.html>. This bargaining unit includes approximately 24 employees working at The University of Montana-Missoula, Montana State University-Bozeman, Montana Tech, and Montana State University-Billings.

The tentative agreement essentially rolls the 2001-03 collective bargaining agreement over for an additional two-year period. The only language changes were to adopt the increase in the state contribution towards health insurance and to modify the seniority provision to make it consistent with federal law. Employees in this bargaining unit will receive a 25 cent per hour increase effective January 1, 2005. The tentative agreement also provides for a dependent tuition waiver benefit effective in FY 2005 that will be administered in accordance with Regent policy. Due to the bargaining unit's delay in ratifying the contract, the tuition waiver is available to eligible bargaining unit members Fall semester 2004.

The bargaining unit ratified the tentative agreement, and I recommend its approval to the Board of Regents.