

**ITEM 129-107-R1105**

**Summary of Tentative Agreement  
Between  
The International Union of Operating Engineers  
And  
Montana University System  
October 2005**

**(First contract covering a new bargaining unit of MSU Motor Pool employees)**

**1. GENERAL WAGES**

Pay increases of 3.5 percent and 4 percent in October 2005 and October 2006. Two dispatchers in the bargaining unit receive an additional 2 percent annually as equity adjustments reflecting job duties and responsibilities.

**2. LEAVE PROVISIONS**

Sick leave, annual leave, etc., in accordance with Board of Regents policies.

**3. INSURANCE COVERAGE**

The employer contribution to group health insurance benefits shall be made for full-time and permanent part-time employees working twenty (20) or more hours per week and who regularly work more than six (6) months per year. The employer contribution to health insurance for eligible employees shall be \$506 per month for the fiscal year ending June 30, 2006, and \$557 per month for the fiscal year ending June 30, 2007.

**4. TUITION WAIVER BENEFIT**

Tuition waivers for employees and dependents in accordance with Board of Regents policies.

**5. ARBITRATION**

Final and binding arbitration of grievances before a neutral arbitrator, costs shared equally between the parties.

**6. UNION SECURITY**

“Agency shop” provision requiring deduction of dues or representation fees from employee pay to be forwarded to the union.

**7. NO STRIKE**

Employees shall not engage in any strikes, slowdowns, or other work stoppages during the term of the agreement. There shall be no lockouts by the employer during the term of the agreement.

**8. TERM**

Contract expires June 30, 2007.