

Memo

To: Board of Regents
From: Kevin McRae, Director of Labor Relations and Human Resources
Date: October 28, 2009
Re: **Item 145-109-R1109**

I recommend approval of the following labor agreement between the Montana University System and the International Union of Operating Engineers Local #400.

The agreement covers 29 employees in Missoula, Bozeman, Butte and Dillon.

The agreement includes a one-year term/duration with a wage freeze.

Tentative Agreement
between the
Montana University System
(four-year campuses in Missoula, Butte, Dillon, Bozeman)
and the
International Union of Operating Engineers Local #400

The following revisions shall be incorporated into the collective bargaining agreement:

1. The term of the agreement is one year (a contract rollover through June 30, 2010).
2. Addendum A (Montana Tech) – Any maintenance engineer permanently assigned the responsibilities for key management shall receive an additional one dollar (\$1.00) per hour in base pay for such duties and responsibilities.
3. Article 9, Section E – changed from Vietnam Veteran to Veteran (inclusive of all military eras).
4. Upon Regent ratification, each member of the bargaining unit whose base wage is \$45,000 or less (annualized) shall receive a one-time payment of \$450.
5. Update the health insurance contribution per Montana law.