

## Memo

To: Board of Regents  
From: Kevin McRae, Director of Labor Relations and Human Resources  
Date: November 3, 2009  
Re: **Item 145-117-R1109**

I recommend approval of the following labor agreement between the Montana University System and the Laborers International Union.

The agreement covers 145 employees in Missoula, Bozeman, and Billings.

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

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Tentative Agreement  
between the  
Montana University System  
and the  
Laborers International Union

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

- Article V; Rights of the Union; Section 5; Agree to add new paragraph (f.): The Union shall have the right to use campus mail and email for the transmittal of Union newsletters, meeting notices and other membership information.

*(Note: This is conditional upon mutual understanding that employees are not to use paid time to attend union meetings and the understanding that this provision does not require the employer to create new email accounts.)*

- Article IX; Employment Benefits; Section E; add new sentence: "Nothing in this section alters the employee's and employer's rights and obligations under the Americans with Disabilities Act."
- Term: Two-year contract term; July 1, 2009 through June 30, 2011.

- Wages:

Effective July 1, 2010, the minimum base wage will be \$10 per hour. Other than this wage adjustment to raise employees to \$10 per hour, there will be no other base wage increases during the term of the contract.

Effective upon ratification, every employee who was employed in the bargaining unit as of June 30, 2009, and whose base wage is less than \$45,000 per year will receive a one-time payment of \$450. Part-time employees who work at least half time, and whose hourly wage is at or below the same amount (\$21.634 per hour) will receive a one-time payment of \$225.

- If the Montana University System negotiates a general wage increase with any other bargaining unit for the term of this Agreement, the employer agrees to open the wage provision of the Laborer's agreement for negotiations.
- Article VIII; Section B2; layoff notice: For Fiscal Years 2010 and 2011 only, because of unusual fiscal difficulties in the Montana University System, the employer agrees to provide employees who are scheduled to be released with 30 calendar days' notice instead of 10 working days' notice (this additional amount of notice expires on June 30, 2011).
- Missoula: Article XIII, Section H: Temporary Assignment to Higher Classification; "... ~~three~~ two consecutive days ..."
- The Office of the Commissioner of Higher Education will explore with the administrative leadership of the Montana University System the potential for reducing the waiting period on eligibility to use the staff dependent tuition waiver (currently five years).