

ITEM 125-105-R1104

**Summary of Tentative Agreement
between
International Brotherhood of Electrical Workers
and
Montana University System**

Modify the 2001-2003 agreement for 2003-2005 as follows:

1. Section 7.8.A Group Insurance

Modify as follows:

The employer contribution to health insurance for eligible employees shall be in accordance with state statute. From July 1, 2003 to June 30, 2004 the employer contribution is \$410.00. From July 1, 2004 to June 30, 2005 the employer contribution is \$460.00. (Remainder of section per current contract language.)

2. Section 8.9 Effect of Leave Without Pay

Change the second to last sentence to read as follows:

Seniority will cease to accrue during leaves without pay in excess of thirty (30) consecutive calendar days except when the leave without pay is because the employee was called to active military duty.

3. Section 11.2.B Disability

Modify as follows:

In the event that an employee becomes incapable of performing the regular duties of the employee's position, and sick leave and annual leave have been exhausted without correction or removal of the disability, then an employee may be granted up to a maximum of one (1) year cumulative leave without pay. Should the employee still be incapable of performing the regular duties of the employee's position, the employer may discontinue the employment permanently and recruit a permanent replacement for the position. (Remainder of section per current contract language.)

4. Addendum A.1

Wages

Freeze wages until January 1, 2005. Effective January 1, 2005, increase wages by 25 cents.

	<u>11/1/02</u>	<u>1/1/05</u>
Journeyman Electrician	19.52	19.77
Foreman Electrician	20.62	20.87

Fire Alarm Certification

Modify as follows:

Any employee who has been assigned the responsibility for maintaining fire alarms and who obtains and maintains all required certifications shall receive a fifty (50) cent per

hour salary differential for the duration of the assignment. Employees assigned the responsibility for maintaining fire alarms must possess at least: a) a manufacturer's certification and state fire alarm license; b) an NCET Level II certification and state fire alarm license; or c) a manufacturer's certification, NCET Level II certification, and state license, as determined by the employing campus. The selection of the employee(s) to be given the responsibility for maintaining fire alarms is at the complete discretion of the employer. The employer will give an employee thirty (30) calendar days notice before discontinuing the employee's assignment for fire alarm maintenance. Such discontinuance is not grievable.

5. Add the following new Addendum:
Upon request, the employer shall prepare and make available to employees, a description of assigned job duties and responsibilities. It is understood that any such job description may not be all inclusive and may be modified at the discretion of the employer.
6. Section 14.1 Contract Term
Section 14.2 Negotiations Schedule
Preamble Delete reference to effective date.
Change "2001" to "2003" and change "2003" to "2005."
7. Add the following new Memorandum or Understanding
A partial tuition waiver benefit for dependents will be piloted for bargaining unit employees during FY 2005, effective January 2005. Such benefit shall be administered in accordance with Regent policy.