

ITEM 136-104-R0707

TO: Montana Board of Regents

FROM: Kevin McRae, Director
Labor Relations and Human Resources

RE: Approval of Tentative Agreement with International Union of Operating Engineers covering maintenance employees in Missoula, Dillon, Butte and Bozeman.

DATE: July 11, 2007

Attached is a summary of the tentative agreement reached with the International Union of Operating Engineers. This bargaining unit consists of facilities maintenance staff at the campuses in Missoula, Dillon, Butte, and Bozeman.

The agreement includes:

- Wage increases averaging no greater than 3.6% in October 2007 and October 2008.
- Annual increases of 6% in the employer's contribution toward health insurance.
- Term: The agreement expires June 30, 2009.

I recommend approval of the tentative agreement.

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**Agreement between the Montana University System
and
International Union of Operating Engineers
covering maintenance employees at MUS campuses
in
Missoula, Dillon, Butte, and Bozeman**

The parties agree to revise the labor agreement in the following manner:

Compensation:

Effective July 2007, the 10-year longevity increment shall increase from 1.5% of base salary to a new rate of 2% of base salary, consistent with the state employee compensation statute.

Effective October 1, 2007, members of the bargaining unit hired on or before September 30, 2007, shall receive a base wage increase of 3.6%.

Effective October 1, 2008, members of the bargaining unit hired on or before September 30, 2008, shall receive a base wage increase of 3.6%.

For insurance-eligible employees, an increase in the employer's premium contribution from the current rate of \$557 per month to a new rate of \$590 in July 2007; and from \$590 to \$626 in July 2008.

Term:

Revise the dates in the contract to reflect the new term ending June 30, 2009.

Pension letter:

Same language as IUOE's letter with the Department of Administration.

Prescription safety glasses:

The director of labor relations will coordinate a review of current procedures for reimbursements and replacement of prescription safety glasses.

Review position descriptions

Bozeman:

- BANNER system computation of leave – verify that leave is computed at the correct accrual rate.
- Any local-level letters of understanding jointly signed by MSU and management members to be reviewed by the bargaining agents.

Missoula:

- MOU stipulating that if Maintenance Supervisor IV position is reinstated, management will notify labor, and the parties will confer. If both parties agree the

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position is appropriate for inclusion in the bargaining unit, the position shall be included. If the parties do not reach agreement, the appropriate remedy for a final determination shall be the unit clarification process before the Board of Personnel Appeals.

Butte:

- Resolution on protective clothing / uniform issue (two shirts per year).
- Reclassification of Stationary Engineer I to Maintenance Engineer I; Maintenance Engineer I to Maintenance Engineer II; contingent upon understanding that engineers shall work independently, where appropriate.

Dillon:

- Reclassification of Maintenance Engineer I to Maintenance Engineer II, effective July 1, 2007.