

## Memo

To: Board of Regents  
From: Kevin McRae  
Director of Labor Relations and Human Resources  
Date: September 4, 2007  
Re: Item 136-111-R0907

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I recommend approval of the following labor agreement. The agreement covers carpenters in Missoula, Bozeman, Butte, and Billings.

### Agreement

- **Wages and Insurance**

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.

- **Pension**

Add the **bold underlined** language to the existing memo.)

The Montana University system and the Pacific Northwest Regional council of Carpenters hereby agree that for temporary journey level carpenter employees hired at any campus of the Montana University system, in addition to the terms and conditions outlined in the Collective Bargaining Agreement, the following terms shall apply.

**Employees shall have the option of a fixed-term appointment with Montana University system benefits, or an arrangement as follows:**

1. The wage rates shall be the wage rates established in the current agreement.

2. As an Employer contribution, the appropriate campus shall remit to the Montana-Wyoming Carpenters health and Welfare Trust \$4.39 per hour for each compensated hour for each employee covered by this memorandum.
3. As an Employer contribution, the appropriate campus shall remit to the Washington-Idaho-Montana Carpenters Employers Retirement Trust, \$2.00 per hour for each compensated hour for each employee covered by this memorandum.
4. In accordance with 2-18-115 MCA, the employer contribution to the alternative benefits package may not exceed the cost of the benefits that the employee would otherwise be entitled to through employment.