

## Memo

To: Board of Regents  
From: Kevin McRae  
Director of Labor Relations and Human Resources  
Date: September 4, 2007  
Re: Item 136-112-R0907

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I recommend approval of the following labor agreement. The agreement covers certain employees represented by the Laborers in Missoula, Bozeman, and Billings.

### Agreement

- **Wages and Insurance**

#### UM-Missoula

Employees in Missoula shall receive a 3.6% wage increase effective October 2007; and a 3.6% wage increase effective October 2008. The employer's health insurance contribution shall increase by \$33 effective July 2007; and by \$36 effective July 2008.

#### MSU-Billings

Employees in Billings shall receive a 3.6% wage increase effective October 2007; and a 3.6% wage increase effective October 2008. The employer's health insurance contribution shall increase by \$33 effective July 2007; and by \$36 effective July 2008.

#### MSU-Bozeman

Custodial employees in Bozeman shall receive a 3.0% wage increase effective October 2007; and a 3.0% wage increase effective October 2008. In October 2007, an amount equivalent to 0.6% of the payroll of custodial employees shall be applied in equal portions to the base wages of custodial employees whose base rate is over \$11.13 per hour. In October 2008, an amount equivalent to 0.6% of the payroll of custodial employees shall be applied in equal portions to the base wages of custodial employees whose base rate is over \$11.46 per hour.

Grounds and maintenance employees in Bozeman shall receive a 3.6% wage increase effective October 2007; and a 3.6% wage increase effective October 2008. The employer's health insurance contribution shall increase by \$33 effective July 2007; and by \$36 effective July 2008.

- **Contract "housekeeping"**

Correct two editing errors from the 2005-07 agreement: 1.) restore the timeline window period at Step 1 of the grievance procedure per 2003-05 contract language; 2.) in the Missoula addendum, restore the scheduling language from the 2003-05 contract.