

Memo

To: Board of Regents
From: Kevin McRae
Director of Labor Relations and Human Resources
Date: September 4, 2007
Re: Item 136-113-R0907

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

Agreement

- **Wages and Insurance**
Members of the bargaining unit shall receive a wage increase of 3.6% in October 2007; and an increase of 3.6% in October 2008. The employer's contribution toward employee health insurance shall increase by \$33 (monthly) in July 2007 and by \$36 (monthly) in July 2008. If any other bargaining unit of the Montana University System settles for general pay raises of larger than 3.6% in either year of the term of this agreement, the Employer agrees to negotiate similarly with the IBEW over the subject of wages.
- **Protective eyewear**
The employer will coordinate a study of practices and procedures for assisting employees with initial purchase and replacement of prescription safety glasses.