

Memo

To: Board of Regents
From: Kevin McRae
Director of Labor Relations and Human Resources
Date: September 4, 2007
Re: Item 136-114-R0907

I recommend approval of the following labor agreement. The agreement covers certain employees represented by the Montana Maintenance Painters Union in Missoula, Butte, Bozeman, and Billings.

Agreement

The undersigned parties hereby agree to extend the 2001-2003 Collective Bargaining Agreement and subsequent February 2004 Memorandum of Understanding until June 30, 2009, with the following modifications:

1. Section 14.1 CONTRACT TERM

Change to read: "this contract shall be in full force and effect from July 1, 2007, to and including June 30, 2009, and shall be considered as renewed for a two-year period thereafter unless either party to the agreement notifies the other in writing, in accordance with the following negotiations schedule, of its desire to modify or terminate the agreement."

2. Section 14.2 NEGOTIATION SCHEDULE

Change to read: "Either party desiring to modify or terminate this agreement must notify the other in writing by March 30, 2007. Changes agreed upon shall be reduced to writing and signed by both parties."

3. ADDENDUM A. I. WAGE RATES

Change the first sentence to read: "It is understood between the parties to this agreement that wages for employees covered by this agreement shall be as follows:

	<u>October 1, 2007</u>	<u>October 1, 2009</u>
Journeyman Painter	\$18.70	\$19.37
Foreman	\$19.93	\$20.65
Painter Associate	\$13.57	\$14.06

4. DEPENDENT PARTIAL TUITION WAIVER

Retain the 2005-2007 memorandum provision of: "A partial tuition waiver will be available to bargaining unit employees. Such benefit shall be administered in accordance with Regent policy."