

## Memo

To: Board of Regents  
From: Kevin McRae, Director of Labor Relations and Human Resources  
Date: December 17, 2009  
Re: **Item 146-103-R0110**

I recommend approval of the following labor agreement between the Montana University System and Teamsters Union Local #2.

The agreement covers five employees in Missoula.

The agreement includes a two-year wage freeze through June 30, 2011.

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### **Tentative Agreement between the Teamsters Union Local #2 and the Montana University System, University of Montana**

The following revisions shall be incorporated into the collective bargaining agreement for the two-year term from July 1, 2009, through June 30, 2011:

1. Article 6.4, Section A:  
Update the group health insurance language to reflect the increased employer contribution to each employee's premium. The monthly contribution per employee increased from \$626 to \$679 in July 2009, and will increase to \$733 in July 2010.
2. Insert the following language as a new Article 6.3, Section C, between the provision on compensatory time options and the provision on call-outs (and re-letter previous "C" and "D" as "D" and "E" respectively): "When the supervisor is away, a shop employee shall be paid a differential for assuming the supervisor's duties for a temporary promotion period as specified by the supervisor."
3. Create and insert a new Article 9.3 consisting of Sections C through L of current Article 12.18, labeling them Sections A through J of Article 9.3 (then delete Sections A and B of 12.18; and re-number the subsequent provisions of Article 12).
4. Addendum A: Add the title "Fleet Technician" to the addendum with a low entry rate of \$11.403 and a high entry rate of \$12.543. Upon ratification by the bargaining unit, any full-time employee in the bargaining unit whose base hourly wage is \$21.63 or less will receive a one-time, non-base, payment of \$450.

