

ITEM 122-108-R0304

MEMORANDUM OF UNDERSTANDING

The undersigned parties hereby agree to extend their 2001-2003 collective bargaining agreement until June 30, 2005 with the following modifications.

1. ARTICLE I. Section A. Contract Term

Change to read: "This contract shall be in full force and effect from the date of July 1, 2003 to and including June 30, 2005 and shall be considered as renewed from year to year thereafter unless either party to this agreement notifies the other party, in writing, in accordance with the following negotiations schedule, of its desire to modify or terminate this agreement."

2. ARTICLE I. Section B. Negotiations Schedule

Change to read: "Either party desiring to modify or terminate the agreement must notify the other in writing by March 30, 2005."

3. ARTICLE XI. Section F.1. Group Insurance

Change the first sentence to read: "The employer contribution for eligible employees shall be \$410.00 per month for the fiscal year ending June 30, 2004 and \$460.00 per month for the fiscal year ending June 30, 2005."

4. ADDENDUM A.

COMMUNICATIONS WORKERS OF AMERICA LOCAL #14720,
PRINTING, PUBLISHING AND MEDIA SECTOR WORKERS LOCAL #277

I. WAGES A. Wages Change to read:

"It is understood and agreed between the parties to this agreement that the minimum compensation for those employees covered by this agreement for the period indicated shall be as follows:

July 1, 2003

Journeyman Printer	16.91
Lead Printer	17.38
Journeyman Graphic Artist	16.91
Graphic Artist Manager	17.38
Production Manager	18.19
Word Processing Services Manager	16.91

Effective June 30, 2004 employees are eligible for .5% achievement pay.

Effective January 1, 2005 all employees shall receive a 25 cent per hour salary increase. Effective June 30, 2005 employees are eligible for .5% achievement pay.

In addition to the salary increases specified above, employees are eligible for additional forms of pay increases as outlined in campus policy such as lump sum awards, strategic pay and progression pay. Employees are not eligible to file a grievance under the contractual grievance procedure over the receipt of or failure to receive achievement pay, lump sum awards, strategic pay or progression pay.”

5. ADDENDUM B.

GRAPHIC COMMUNICATION INTERNATIONAL UNION LOCAL 242-C

I. WAGES A. Wages Change to read:

“It is understood and agreed between the parties to this agreement that the minimum compensation for those employees covered by this agreement for the period indicated shall be as follows:

July 1, 2003

Duplicating Shop Worker II	9.97
Administrative/Production Assistant	11.37
Duplicating Shop Worker III	11.16
Duplicating Machine Operator II	12.17
Bindery Coordinator	12.37
Duplicating Machine Operator III	13.74
Journey Pressperson	16.91
Lead Pressperson	17.38
Production Manager	18.19
Campus Quick Copy Manager	14.81
Campus Quick Copy Associate Manager	12.06
Business Manager/Production Support	15.16

Effective June 30, 2004 employees are eligible for .5% achievement pay.

Effective January 1, 2005 all employees shall receive a 25 cent per hour salary increase. Effective June 30, 2005 employees are eligible for .5% achievement pay.

In addition to the salary increases specified above, employees are eligible for additional forms of pay increases as outlined in campus policy such as lump sum awards, strategic pay and progression pay. Employees are not eligible to file a grievance under the contractual grievance procedure over the receipt of or failure to receive achievement pay, lump sum awards, strategic pay or progression pay.”

6. Add the following new Memorandum of Understanding.

“A partial tuition waiver benefit will be piloted for bargaining unit employees during FY 2005. Such benefit shall be administered in accordance with Regent policy.”

SIGNED and DATED this _____ day of _____, 2003.

For the Montana University System:

For Print, Publishing and Media Sector of the Communication Workers of America –
Local 14740

For Graphic Communication International Union – Local 242-C
