



**MONTANA UNIVERSITY SYSTEM  
OFFICE OF THE COMMISSIONER OF HIGHER EDUCATION**

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**ITEM 125-101-R1104**

**To:** Board of Regents

**From:** Kathy L. Crego, Director  
Labor Relations and Personnel

**Re:** Approval of the Tentative Agreement with  
Teamsters, Local No. 2

**Date:** November 18-19, 2004

Attached is a summary of the tentative agreement with the Teamsters Union, Local No. 2. The bargaining unit covers approximately 100 food service, maintenance, and custodial employees at Montana State University-Bozeman. The attached summary includes only the sections of the agreement wherein changes were made. The entire agreement may be accessed electronically at <http://www.montana.edu/wohelp/collbarg/html>.

The tentative agreement provides for a 25 cent per hour increase in wages, effective January 1, 2005, and increased the monthly contribution to group health insurance by \$44 in FY 2004 and \$50 in FY 2005, consistent with HB 13 increases. Also included in the tentative agreement is a partial tuition waiver benefit for dependents in FY 2005 that will be administered in accordance with Regent policy. Because of the delay in the union's ratification of this tentative agreement, the partial tuition waiver for dependents is effective the beginning of fall semester 2004.

The agreement includes a few language modifications, but most are not substantive. Notable changes include: 1) A modification to incorporate the federal requirement that seniority continues to accrue during a leave without pay when an employee is called to active military duty. 2) Clarifications regarding deadlines and number of committee members were made to the grievance committee provision. 3) Contract language regarding temporary promotions was modified to require a two consecutive day waiting period in order to receive additional compensation, rather than three days. The change to two days is consistent with other collective bargaining units.

The bargaining unit has ratified the tentative agreement. I recommend approval of the tentative agreement with Teamsters, Local No. 2.