

ITEM 128-102-R0705

**Summary of Tentative Agreement
Between
The Print, Publishing and Media Sector of the
Communication Workers of America, Local 14740
and Graphic Communication International Union, Local 242-C
And
Montana University System
June 2, 2005**

1. New Section (Replace Memorandum of Understanding)

ARTICLE XI, Employee Benefits

Section G. Dependent Partial Tuition Waiver

Permanent employees must be employed at least ¾ time for five or more consecutive years before being eligible for a dependent tuition waiver benefit. Employees who utilize the faculty and staff tuition waiver are not eligible for a dependent tuition waiver during the same academic term. Only one dependent may utilize the dependent tuition waiver in an academic term. A dependent includes the employee's spouse, and financially dependent children as defined by the Internal Revenue Code who are unmarried and under age 24.

The tuition waiver benefit for dependents shall be for 50 percent of the residential tuition. In no case may registration, course fees or any other mandatory or miscellaneous fees be waived. Dependents may utilize the tuition waiver benefit to take courses at a college of technology or in any other two-year or certificate programs and to obtain a first baccalaureate degree at any unit of the university system. Dependents may not use the tuition waiver benefit to attend law school or obtain a graduate degree. The tuition waiver does not apply to non-credit, continuing education or other self-supporting courses.

2. ARTICLE I. CONTRACT TERM AND NEGOTIATIONS SCHEDULE

Section A. Contract Term

This contract shall be in full force and effect from the date of July 1, 2005 to and including June 30, 2007, 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 negotiation schedule, of its desire to modify or terminate this agreement.

Section B. Negotiations Schedule

Either party desiring to modify or terminate the agreement must notify the other in writing by March 30, 2007.

3. ARTICLE XI. EMPLOYEE BENEFITS

Section F. Insurance Coverage

1. Group Insurance

The employer contribution to health insurance for eligible employees shall be \$506.00 per month for the fiscal year ending June 30, 2006, and \$557.00 per month for the fiscal year ending June 30, 2007. The employer will continue to make insurance contributions on behalf of employees for up to four months while an employee is on a workers' compensation leave of absence as a result of an injury sustained while employed at a unit of the university system.

4. ARTICLE VI. RIGHTS OF THE BARGAINING AGENT

Section A. Representation and Unit Definition

(New) 2. Educational Program

Students attending The University of Montana and/or the affiliated campuses and enrolled in classes pertaining to Printing and Graphics and/or a Printing program may work directly on equipment at UM Printing Services with an educator or staff worker. Hands-on training for students will be supervised. Students involved in a printing or graphic program or internships

through the University will not jeopardize union workers Local CWA 14740 or GCIU Local 242-C employment or seniority.

5. ADDENDUM A

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

I. WAGES

A. Wages

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:

	<u>October 1, 2005</u>	<u>October 1, 2006</u>
Journeyperson Printer	\$17.76	\$18.47
Lead Printer	\$18.25	\$18.98
Journeyperson Graphic Artist	\$17.76	\$18.47
Graphic Artist Manager	\$18.25	\$18.98
Production Manager	\$19.09	\$19.85
Word Processing Services Manager	\$17.76	\$18.47

In addition to the salary increases specified above, employees are eligible for additional forms of pay increases as outlined in the Montana University System Staff Compensation Plan such as: lump sum awards, strategic pay, career ladder progression pay, and in-range progression pay. Employees are not eligible to file a grievance under the contractual grievance procedure over the receipt of or failure to receive any of the additional forms of compensation outlined in the Staff Compensation Plan.

6. ADDENDUM B

GRAPHIC COMMUNICATION INTERNATIONAL UNION LOCAL 242-C

I. WAGES

A. Wages.

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:

	<u>October 1, 2005</u>	<u>October 1, 2006</u>
Duplicating Shop Worker II	10.70	11.27
Administrative/Production Assistant	12.10	12.67
Duplicating Shop Worker III	11.89	12.46
Duplicating Machine Operator II	12.90	13.47
Bindery Coordinator	13.10	13.67
Duplicating Machine Operator III	14.48	15.06
Journey Pressperson	17.76	18.47
Lead Pressperson	18.25	18.98
Production Manager	19.09	19.85
Campus Quick Copy Manager	15.59	16.21
Campus Quick Copy Associate Manager	12.79	13.36
Business Manager/Production Support	15.95	16.59

In addition to the salary increase specified above, employees may be eligible for additional forms of compensation as outlined in the Montana University System Staff Compensation Plan such as: lump sum bonuses, strategic pay, career ladder progression pay, and in-range progression pay. Employees are not eligible to file a grievance under the contractual grievance procedure over the receipt of or failure to receive any of the additional forms of compensation outlined in the Montana University System Staff Compensation Plan.