



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

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**ITEM 125-102-R1104**

**TO:** Board of Regents

**FROM:** Kathy L. Crego, Director  
Labor Relations and Human Resources

**REe:** Approval of the Tentative Agreement with  
United Association of Plumbers and Pipefitters

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

Attached is a summary of the tentative agreement with the United Association of Plumbers and Pipefitters. The bargaining unit covers approximately 22 employees at Montana State University-Bozeman, Montana State University-Billings, and The University of Montana-Missoula. 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/wochelp/collbarg/collbarg.htm>.

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; and 2) MSU-Billings was added to the provision allowing bargaining unit members to participate in the union pension fund.

The bargaining unit has ratified the tentative agreement. I recommend approval of the tentative agreement with United Plumbers and Pipefitters.