



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

2500 BROADWAY ♦ PO BOX 203101 ♦ HELENA, MONTANA 59620-3101 ♦ (406) 444-6570 ♦ FAX (406) 444-1469

ITEM 125-105-R1104

To: Board of Regents

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

Re: Approval of the Tentative Agreement with
International Brotherhood of Electrical Workers

Date: November 18-19, 2004

Attached is a summary of the tentative agreement with the International Brotherhood of Electrical Workers. The bargaining unit covers approximately 18 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/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 January 2005.

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) An added provision clarifying that job descriptions are available to the bargaining unit upon request and that such job descriptions may be modified at the discretion of the employer; and 3) A modification to clarify the standards required for an employee to receive fire alarm pay differential.

The bargaining unit has ratified the tentative agreement. I recommend approval of the tentative agreement with the International Brotherhood of Electrical Workers.