MONTANA STATE PRISON CRAFT COUNCIL
AND
MONTANA STATE PRISON,
DEPARTMENT OF CORRECTIONS

ARTICLE 1
PREAMBLE

THIS AGREEMENT is made and entered into this nineteenth day of April 2007, by and between the State of Montana, Montana State Prison, hereinafter referred to as the EMPLOYER, and the Montana State Prison Craft Council, consisting of the Pacific Northwest Regional Council of Carpenters (PNWRCC), International Brotherhood of Electrical Workers (IBEW) Local Union #233, International Association of Machinists (IAM) District Lodge #86, United Association of Plumbers and Pipefitters (UA) Local Union #41, and International Brotherhood of Teamsters (IBT) Local Union #2, hereinafter referred to as the UNION.

ARTICLE 2
RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining agent of all employees within the bargaining unit as defined and certified by the Board of Personnel Appeals April 28, 2004.

ARTICLE 3
MANAGEMENT RIGHTS
(In compliance with State Statute 39-31-303, MCA)

The Union shall recognize the prerogatives of the agency to operate and manage its affairs in such areas as but not limited to:

1. directing employees;

2. hiring, promoting, transferring, assigning, and retaining employees;

3. relieving employees from duties because of lack of work or funds or under conditions where continuation of such work would be inefficient or non-productive;

4. maintaining the efficiency of government operations;

5. determining the methods, means, job classification, and personnel by which the agency operations are to be conducted;

6. taking whatever actions may be necessary to carry out the mission of the agency in situations of emergency; and

7. establishing the method and process by which work is performed.

ARTICLE 4
UNION SECURITY - CHECK OFF

Section 1. Any present or future employee who is not a Union member and who does not make application for membership within 30 calendar days shall, as a condition of employment, pay to the Union a representation fee as a contribution toward the administration of this Agreement. The Employer shall discharge employees who fail to comply with this requirement within 30 calendar days after written notification to the Employer from the Union.

Section 2. Upon receipt of a written authorization from an employee covered by this Agreement, the Employer shall deduct from the employee's pay the amount owed to the Union by such employee for dues or a representation fee. The Employer will remit to the appropriate Craft Council union such sums within 30 calendar days. Changes in Union membership dues rates will be certified to the Employer in writing over the signature of the authorized officer or officers of the Union and shall be done at least 30 calendar days in advance of such change.

Section 3. All employees covered by the terms of this Agreement shall within 30 calendar days of the signing of this Agreement, or within 30 calendar days of employment, whichever is later, pay dues or a representation fee to the Union. The Union may make written notice of default and demand for discharge after the 30-day period specified above. The Employer shall initiate appropriate discharge actions under this Section to ensure discharge of the affected employee(s) on/before the 30th day from receipt by the Employer of the Union's written notice of default and demand for discharge.

Section 4. The Union shall indemnify, defend, and save the Employer harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or result from action taken by the Employer for the purpose of complying with this Article.
Section 5. Upon written request, the Unions agree to provide documentation to the Employer that its representation fee rate is established in accordance with law.

Section 6. The authorized representative of the union having jurisdiction over the work covered by this agreement shall be allowed admission to any job at any time during the regular workday as defined in Article 6 Section 2 for the purpose of investigating conditions provided they make prior arrangements with the Employer's agent and do not unduly interfere with workers during working hours.

Section 7. Each Craft Council Union shall have the right to appoint a shop steward in designated departments and shall notify the employer of such appointment and any changes thereof. The shop steward shall be recognized by the Employer as having authority to report any irregularities concerning the interpretation or application of the provision of this agreement in the establishment to the appropriate Craft Council union office and to assist officers of the appropriate Craft Council union in the adjustment of grievances when called upon by said officers to do so. The shop steward shall not be discriminated against for discharging duties assigned to him by the union, it being understood that the discharge of such duties shall not interfere with the normal performance of his work for the Employer.

ARTICLE 5
NON-DISCRIMINATION

Section 1. No member of the bargaining unit shall be discharged except for just cause or discriminated against for engaging in lawful Union activities.

Section 2. In accordance with the provisions of Chapter 3, Title 49, MCA, "Montana Code of Fair Practices," the Employer shall recruit, appoint, assign, train, evaluate, and promote its employees on the basis of merit and qualification, without regard to race, color, religious creed, political ideas, sex, age, marital status, physical or mental handicap, national origin or ancestry. The Employer may not enter into any benefit plans such as retirement; pension or insurance plans which may be construed as subterfuges or evade the purposes of the code. The Employer may, however, negotiate a bona fide seniority system that is not structured to perpetuate any past discriminatory practices.

ARTICLE 6
HOURS OF WORK – SHIFTS - OVERTIME

Section 1. Employees covered by this Agreement shall be paid under the Blue Collar Pay Plan contained in Addendum A of this agreement which is attached and by this reference made a part hereof as though full set forth herein.

Section 2. Regular Work Day Bargaining unit positions existing January 1, 2006 shall retain existing workdays as well as existing workweeks. Bargaining unit positions created and filled subsequent to January 1, 2006 may have different schedules. In the event new bargaining unit positions are created with alternate schedules, journey level employees in the appropriate craft will be allowed to exercise seniority to move to/from vacant positions with alternate schedules. Full-time bargaining unit employees shall have a regular workweek of five eight-hour shifts with two consecutive days off. Employees covered by this Agreement shall normally be allowed two 15-minute breaks during each shift. One break shall be taken during the first four hours of a shift and one break during the last four

hours of a shift. Breaks shall be taken at a time and place mutually agreed upon. Employees shall also be granted a 30-minute meal period with pay and one free meal.

Section 3. Whenever an employee receives a pay or longevity increment increase, such increase shall be granted from the first day of the pay period during which such increase becomes effective.

Section 4. Upon termination of employment, employees shall be paid for all earned but unused annual leave, sick leave, and accumulated holidays as provided by law.

Section 5. Clean-up Time. Employees covered by this Agreement shall be allowed a sufficient amount of time to clean up during working hours at the end of the shift.

Section 6 Bargaining unit employees will be paid at a rate of one and one-half times their regular rate of pay for all work performed over eight hours in a day or 40 hours in a week. No employee will have his/her days off changed to avoid overtime.

Section 7. The Employer will make a good faith effort to equalize the offer of scheduled overtime and compensatory time among employees in the same classification where training and ability are sufficient to do the work.

Section 8. If job related travel time is schedule for other than the employee's normal workweek, such travel time shall be compensated in accordance with the terms of this article.

Section 9. Authorized holiday leave, sick leave, annual leave, or compensatory time off shall constitute time worked when computing overtime credits under this article.

Section 10. Overtime or compensatory time as provided for in this agreement shall not be pyramided under any circumstances.

Section 11. Bargaining unit employees will receive a minimum of four hours call-out pay at the rate of one and one-half times pay for each and every call out worked. Call-out pay is limited to those occurrences when an employee is called back to work from leisure time outside of the employee's regularly assigned shift. An employee is eligible for a meal with every call out served. If the call-out exceeds four hours, the call-out time and one half premium will continue for all hours worked out side the employee's regularly scheduled shift during the call out.

ARTICLE 7
WORKING RULES

Section 1. Wages will be paid according to State payroll policy. Employees who voluntarily or involuntarily terminate will be compensated according to state law.

Section 2. The employer and Craft Council will cooperate in providing and ensuring adequate safety and sanitary practices. Each employee shall have a TB test prior to employment and every year thereafter. If a test is positive, the employer will pay for a chest x-ray.

Section 5. Where the Employer is presently providing tools, such practice shall continue with the understanding that when tools are broken, the Employer will replace the tools at no cost to the employee.

Section 6. Safety equipment and appropriate coveralls will be provided by the Employer as needed.

Section 7. Probationary Period.

Subsection A. The Employer shall have six (6) months after employing an individual to determine the individual's competency in any position covered by this Agreement.

Subsection B. At any time during the probationary period an employee may be disciplined or separated from the service without recourse to the grievance procedure.

Section 8. On all energized circuits or equipment carrying 440 volts or over, as a safety measure, two (2) journeymen Electricians must work together.

Section 9. In the event the Employer hires an apprentice the Employer agrees to conform to the apprenticeship standards, regulations and methods of training set forth by the joint apprenticeship councils, as adopted by the State of Montana, of the various Craft Council unions.

Section 10. Employees required by management to obtain additional licenses and/or certifications as a requirement of their employment, will be provided appropriate paid-time, plus the cost of training or upgrade materials. Employees scheduled for commercial drivers license testing during their regular shift will be allowed up to three hours to accomplish that testing.

Section 11. On new construction/renovation projects under the jurisdiction of this contract, inmate assistants will be under the direct oversight of the appropriate craft council position.

ARTICLE 8
HOLIDAYS – VACATION – SICK LEAVE

Section 1. Holidays. Recognized paid holidays shall be the following, in compliance with Section 1-1-216, MCA:

New Year's Day	January 1
Martin Luther King Jr.'s Birthday	3rd Monday in January
Lincoln and Washington's Birthday	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1st Monday in September
Columbus Day	2nd Monday in October
Veterans' Day	November 11
Thanksgiving Day	4th Thursday in November
Christmas Day	December 25
General Election Day	1st Tuesday after the 1st Monday in November in even-numbered years

If any days are added to or deleted from the above list by the Legislature, such changes shall become effective immediately.

Section 2. Observance of holidays will be in accordance with the following rules:

1. An employee may observe a holiday and receive holiday pay only once each year for each holiday listed.–With the appropriate supervisor's advance approval, employees may work a scheduled holiday and bank/accumulate eight hours time to be used as paid time off to be used at a time approved by the supervisor. Employees may opt to accumulate up to six holidays per year; however, accumulated holidays must be taken before June 30th of each fiscal year in which earned. Holidays not taken shall be compensated for at the employee's regular rate of pay in the last pay period of each fiscal year. Accrued banked Holidays must be used before accrued vacation days.

2. Holidays that fall on a Sunday shall be observed on the following Monday, and Sunday shall not be observed or paid for as a holiday. Holidays that fall on a Saturday shall be observed on the preceding Friday.

3. Employees whose normal work schedule includes a day observed as a holiday shall observe the holiday and receive holiday pay on the actual day of the holiday (except Sunday, see #2).

4. Holidays that fall on an employee's scheduled day off (except Sunday, see #2) shall be entitled to receive a day off with pay either on the day preceding the holiday or on another day following the holiday, as scheduled by the employee an his/her supervisor. Such day off is in addition to the employee's regular days off and scheduling of such day off is subject to the requirements of the employer.

5. An employee is entitled to holiday pay or the day in lieu of the holiday, provided s/he was in a pay status on the last regularly scheduled work day immediately prior to the holiday or on the first regularly scheduled work day immediately following the holiday.

6. Part-time employees shall be entitled to holidays and pay on a prorated basis.

Section 3. Hours worked on recognized holidays shall be paid for at the rate of one and one-half times the regular hourly straight time rate of pay in addition to the holiday pay provided in section 2.3 above.

Section 4. Vacation (Annual Leave). Vacation leave shall comply with state law. Preference shall be given as to time, at which vacations may be taken, on the basis of seniority. Permanent full-time employees shall earn leave credits each year of employment according to the following schedule:

Years of Employment	Working Days Earned
1 day through 9 years	15
10 years through 14 years	18
15 years through 19 years	21
20 years or more	24

Rules for annual leave include:

1. A year of employment is defined as 2,080 hours in a pay status following the date of employment.

2. Permanent part-time employees will earn vacation leave on a pro-rate basis.

3. Annual leave may not be used during the first six months of employment.

4. Annual leave may be accumulated to a total not to exceed two times the maximum number of days earned annually.

5. An employee who terminates employment is entitled to cash compensation for unused vacation leave as set forth in 2-18-617.

Section 5. Sick Leave. "Sick Leave" means a leave of absence with pay for a sickness suffered by an employee or his/her immediate family. Sick leave may also be used for maternity related disability; to receive medical, dental or eye examinations or treatment; or to attend the funeral of an immediate family member. With Management approval, sick leave may also be used upon the death or serious illness of a relative.

Subsection 1. Notification of absence because of illness shall be given as soon as possible or prior to the shift or, in cases of emergency as soon as is feasible, to either the immediate supervisor or to the individual designated to receive such calls. Management agrees to take appropriate steps to insure notification to employees of the names and telephone numbers of the designated individuals. If the employee fails to give such notification, the absence may be charged to leave without pay.

Subsection 2. Each permanent full-time employee shall earn sick leave credits from the first day of employment. For calculating sick leave credits, 2,080 hours (52 weeks x 40 hours) shall equal one year. Sick leave credits shall be credited at the end of each pay period. Sick leave credits shall be earned at the rate of 12 working days for each year of service without restriction as to the number of working days that may be accumulated. Employees are not entitled to be paid sick leave until they have been continuously employed 90 days.

Subsection 3. An employee may not earn sick leave credits while in a leave-without-pay status.
Subsection 4. Permanent part-time employees are entitled to prorated leave benefits if they have worked the qualifying period.

Subsection 5. Full-time temporary and seasonal employees are entitled to sick leave benefits provided they have worked the qualifying period.

Subsection 6. An employee who receives a lump-sum payment pursuant to this section and who is again employed by any agency shall not be credited with any sick leave for which the employee has previously been compensated.

Subsection 7. An employee may participate in the sick leave fund for state employees in accordance with Section 2-15-216, MCA and rules adopted by the Department of Administration.

Subsection 8. Sick leave taken over a holiday may not be charged to an employee's sick leave for that day.

Subsection 9. If an employee on annual leave becomes ill, the employee will be afforded the right to change his/her annual leave status to sick leave status and to utilize available sick leave credits upon furnishing Management acceptable medical certification, if required.

Subsection 10. The parties recognize that the employer has certain obligations under the Family Medical Leave Act and a responsibility to administer the sick leave provisions of state law and this agreement. In doing so, medical certification may be required; however it will not be required in a capricious or arbitrary manner.

Section 6. Maternity Leave. Maternity leave shall be in accordance with 49-3-310 and 311, MCA, which states that it is unlawful for an employer or his agent to:

1. Terminate a woman's employment because of her pregnancy;

2. Refuse to grant to the employee a reasonable leave of absence for such pregnancy;

3. Deny to the employee who is disabled as a result of pregnancy any compensation to which she is entitled as a result of the accumulation of disability or leave benefits accrued pursuant to plans maintained by her Employer, provided that the Employer may require disability as a result of pregnancy to be verified by medical certification that the employee is not able to perform her employment duties; or

4. Require that an employee take a mandatory maternity leave for an unreasonable length of time.

Subsection 1. Upon signifying her intent to return at the end of her leave of absence, such employee shall be reinstated to her original job or to an equivalent position with equivalent pay and accumulated seniority, retirement, fringe benefits, and other service credits.

Section 7. Jury and Witness Duty. Employees summoned to serve as jurors or witnesses shall be granted leave per 2-18-619, MCA:

1. Each employee who is under a proper summons as a juror shall collect all fees and allowances payable as a result of the service and forward the fees to the appropriate accounting office. Juror fees shall be applied against the amount due the employee from his Employer. However, if an employee elects to charge his juror time off against his annual leave, he shall not be required to remit his juror fees to his Employer. In no instance is an employee required to remit his Employer any expenses or mileage allowance paid him by the court.

2. An employee subpoenaed to serve as a witness shall collect all fees and allowances payable as a result of the service and forward the fees to the appropriate accounting office. Witness fees shall be applied against the amount due the employee from his Employer. However, if an employee elects to charge his witness time off against his annual leave, he shall not be required to remit his witness fees to his Employer. In no instance does the court pay him an employee required to remit to his Employer any expense or mileage allowances.

3. Employers may request the court to excuse their employees from jury duty if they are needed for the proper operation of a unit of state or local government.

Section 8. Military Leave Military leave shall be granted in accordance with 10-1-1009, MCA. A state, city, or county employee who is a member of the organized militia of this state or who is a member of the organized or unorganized reserve corps or military forces of the United States and who has been an employee for a period of at least 6 months must be given leave of absence with pay accruing at a rate of 15 working days in a calendar year for performing military service. Military leave may not be charged against the employee's annual vacation time. Unused military leave must be carried over to the next calendar year, but may not exceed a total of 30 days in any calendar year.

Employees who are members of the U.S. Armed Forces/National Guard component are required to submit their schedule of weekend drills, training and summer encampment dates to the Employer ten days after receiving their military notification and provide a copy of the military orders as soon as practicable following receipt.

Section 9. Leave Without Pay. A leave without pay must be requested by the employee in advance, and Management shall then determine if the employee can be excused for the time requested. The employee shall use the standard leave request form. The approval or disapproval from Management shall be based on the needs of the agency, the reason for the request, and the employee's work record.

Subsection 1. A permanent employee injured on the job and eligible for Workers Compensation benefits shall retain all rights to his/her previously held position for six months.

Subsection 2. Employees on leave without pay for disability related reasons shall be granted a hiring preference over outside applicants for open bargaining unit positions for which they are qualified for an additional three month period.

ARTICLE 9
SENIORITY

Section 1. Seniority in service shall begin with the date of employment in each respective Craft Council Union and shall control the order of recall up to one year. Each individual Craft Council Union shall maintain its own separate seniority list.

1. Seniority shall be forfeited by discharge for cause, by voluntary termination or by promotion, demotion or transfer out of the bargaining unit.

2. Seniority shall continue to accrue when an employee is injured on the job, or for other no-employee fault illness or injury, but only for a period of absence up to and not to exceed one year.

4. All other approved leaves of absence without pay shall be considered as lost time for purposes of seniority accrual.

5. Previously credited seniority shall not be lost when an employee is re called from layoff status or returns from a leave without pay resulting from absences as described in 2 or 3 above.

6. Leaves of absence caused by accidents covered by workers compensation will not affect seniority accrual, and the leave shall be extended for up to 12 months. Re-employment preference will be given for an additional 12 months for jobs in the same classification.

Section 2. If a layoff occurs due to a reduction in force, employees of the bargaining unit shall retain service credits with the Employer for purposes of longevity and paid leave accrued in accordance with prevailing policy, for a period of one calendar year after the date of layoff.

1. Laid-off employees are entitled to the benefits of the State employees Protection Act in accordance with 2-18-1203, MCA.

Section 3. Layoffs caused by a reduction in work force in any Craft Council Union will be in order of seniority; that is, the employee last hired will be the first released. Employees scheduled to be released shall be given at least 21-calendar days' notice. All recalls based on institution need, will likewise be in order of seniority; that is the last employee released in any Craft Council Union as a result of a reduction in force shall be the first rehired when the Employer needs additional employees in that classification. The Employer will notify the employee to return to work and furnish the union a copy of such notification. If the employee fails to notify the employer within seven calendar days of his or her intention to return to work, or fails to report for work within fifteen calendars days,

such employee shall be considered as having forfeited his or her right to re-employment. The Employer will notify the employee to return to work by certified mail

Section 4. If no vacancy exists within the original classification but other vacancies arise within the Craft Council, qualified laid-off Craft Council bargaining unit members will receive rehire and recall preference over non-Craft Council members subsequent to application of Section 3.

Section 5. Seniority for the purpose of layoff shall be computed from the date the employee began regular uninterrupted service with the Employer. However, seniority within each individual Craft Council Union classification shall be determined along with qualifications and ability for promotional opportunity.

Section 6. Employees whose anniversary seniority dates are the same shall have their respective seniority rank determined by lot under the joint supervision of the Employer and the individual Craft Council Union.

Section 7. Seniority shall be considered unbroken for all layoffs and approved leaves of absence not exceeding one year, except industrial accident leave which may not exceed 18 months.

Section 8: Warehouse Teamsters only: Seniority may be exercised to choose among work assignments available for warehouse teamster employees to perform provided the work assignment does not interfere with the employee's permanent job duties. It is recognized that management retains the right to prioritize the work assignments and determine which assignments should be accomplished first.

The exercise of seniority will be recognized with the understanding that any emergency or unplanned trips requiring prompt attention may be assigned to any available teamster regardless of seniority or the employee's permanent job duties.

ARTICLE 10
HEALTH AND WELFARE

Section 1. As provided in section 2-18-703 MCA the employer contribution for group health benefits is $557 a month from July through December 2007, $590 a month from January through December 2008, and $626 a month from January through June 2009.

Section 2. The State contribution toward health insurance shall continue during an absence for sickness or industrial accident for up to three months.

ARTICLE 11
PENSIONS

Section 1. Contributions shall be made to the Public Employees' Retirement System for all employees in compliance with State Statute.

Section 2. Individual Craft Council Unions may have their unit members participate in individual Union Pension Funds in accordance with provisions contained in the Addenda.

ARTICLE 12
GRIEVANCE AND ARBITRATION

Having a desire to create and maintain harmonious labor relations between them, the parties agree that they will promptly attempt to adjust all complaints, disputes, controversies or other grievances arising between them involving questions of interpretation or application of terms and provisions of this Agreement.

Section 1. Grievance Procedure.

Step 1. Any grievance shall be taken up with the employee's immediate supervisor within 14 calendar days of the grievance. The immediate supervisor shall have 7 calendar days to respond and shall provide a copy to the appropriate Craft Council Union.

Step 2. If the grievance is not resolved informally, a formal grievance may be presented in writing on a mutually agreed to form, within 14 calendar days from the receipt of the immediate supervisor's response of Step 1 to the Warden or his/her designee. The Warden or his/her designee at the second step shall have 14 calendar days from receipt of the grievance to respond in writing.

Step 3. If the grievance is not resolved at Step 2, it may be presented to the Department Director or his/her designee within 21 calendar days of the receipt of the Step 2 response. The Director shall have 21 calendar days to respond to the grievance in writing. In the event that a satisfactory adjustment cannot be reached between the parties, the dispute shall be submitted, in writing, within 14 calendar days to Arbitration as provided under Article 12 Section 3.

Section 2. Rules of Grievance Processing.

1. Time limits at any stage of the grievance procedure may be extended by written mutual agreement of the parties at that step.

2. A grievance not filed or advanced by the grievant, nor responded to by the Employer within the time limits provided herein, shall be deemed as forfeited by the party failing to meet the established time limits.

3. An appointed authority may replace any titled position in the grievance procedure, provided that such appointee has authority to act in the capacity of the person being replaced.

4. When the grievance is presented in writing, there shall be set forth all of the following:

   i. A complete statement of the grievance and facts upon which it is based.
   ii. The contractual rights of the individual claimed to have been violated and the remedy or correction requested.

5. Those employees desiring to use alternative grievance procedures may not pursue the same complaint under the provisions of this contractual procedure. Similarly, an employee pursuing a grievance under the provisions of this contract may not pursue the same grievance under another procedure.

Section 3. Rules of Arbitration.

1. Within 14 calendar days of receipt of the Union's notice of its intent to arbitrate a grievance, the union shall call upon the Federal Mediation and Conciliation Service for a list of seven potential arbitrators.

2. Each party shall be entitled to strike names from the list in alternate order and the name so remaining shall be the arbitrator. A coin toss shall determine which party will strike the first name.

3. The arbitrator shall render a decision and that decision shall be final and binding. By mutual agreement, the parties may request a bench decision from the arbitrator.

4. Each party shall bear its own cost relative to this grievance procedure. Each party shall share equally the fees and expenses of the arbitrator, the parties will equally share the Arbitrator's fees and expenses. In the event one of the parties wants transcripts from the proceedings of the arbitration, the party requesting the transcripts shall pay all costs. If each party requests a transcript, they shall equally share the cost.

5. The arbitrator may not add to, subtract from, or modify the terms of this Agreement.

6. The Employer shall provide a reasonable amount of release time to investigate and adjust grievances to the Union Representative or his/her designee. It is understood that the Union Representative will not unduly interfere with employees in the course of

their work. When occasions arise which necessitate utilization of release time, permission shall be obtained from the immediate supervisor in advance.

7. If a grievance involves more than one employee, crosses department lines, and involves more than one supervisor as a step 1 respondent, or the immediate supervisor does not have the authority to adjust the grievance, the grievance may be filed at step 2 by mutual agreement with the Warden or his/her designee.

ARTICLE 13
SAVINGS CLAUSE

Section 1. If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

Section 2. The Employer and the Union expressly waive and relinquish the right, and each agrees that the other shall not be obligated during the term of this agreement, to bargain collectively with respect to any subject or matter whether referred to or covered in this Agreement or not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both the Employer or the Union at the time they negotiated or executed this Agreement and even if such subject or matter was proposed and later withdrawn.

ARTICLE 14
SCOPE OF WORK

This agreement covers non-construction work of a maintenance, repair, and renovation nature assigned to Craft Council Bargaining Unit employees by the employer. The Intent of this Article is to define the typical duties and responsibilities of craft council bargaining unit employees at the time the craft council was formed. .

1. "Maintenance" consists of any work performed of a renovation, repair, or maintenance character.

2. The word "repair" is work required to restore by replacement of parts of existing facilities to efficient operating conditions.

3. The word "renovation" is work required to restore by replacement, remodeling, upgrading, or re-vamping parts of existing facilities to efficient operating conditions.

Section 1. The basic work of all positions within this bargaining unit is described in the Blue Collar Plan Class Specifications.

Section 2. The parties agree that the individual position descriptions will be created and maintained for all positions covered by this agreement. Incumbent employees will be given an opportunity to review and provide feedback concerning their respective position descriptions prior to implementation of the revised/new position description.

Section 3. Generally, each respective craft will perform those duties and responsibilities typical of their trade and addressed herein before performing other shared duties. Any qualified Craft Council member under the following circumstances may perform duties and responsibilities:

1. An immediate security need

2. An immediate repair is necessary

3. A circumstance arises which produces an emergency or potential emergency situation.

Section 4. If a jurisdictional dispute with any craft arises, it shall not be subject to the grievance or arbitration clauses, but shall first be submitted to local business agents for settlement and then if no understanding of the Agreement is reached within forty-eight (48) hours, it will be referred in writing to the international unions involved for settlement. It is agreed that there shall be no stoppage or abandonment of work in regard to any jurisdiction dispute. Parties to this agreement shall respect existing international jurisdiction agreement.

If there is no such agreement applicable to the disputed work, the Employer shall assign the work in accordance with the prevailing practice in this area.

The parties agree that the Teamsters will not have jurisdiction of the forklift. The Employer will assign personnel to operate the forklift.

Section 5. Typical Duties and Responsibilities.

Teamster: Performs work in and around the warehouse. Operation of over the road and other trucks and equipment

Carpenter: Provides maintenance functions dealing with the carpentry trade. Performs major/minor carpentry construction, and operates and maintains necessary equipment required of the carpentry trade. Installs, repairs, replaces, remodels and/or patches ceilings, walls, floors, doors, hinges, windows, and wood gates. Hang fixtures. Installs, replanes, and repairs roofing. Fabricates, frames

and installs new structures, cabinets, furniture, shelving and partitions. Constructs forms for concrete footings, foundations, slabs and sidewalks. Fabricates and installs wood flooring, decking in structures.

Painter: Prepares and cleans surfaces by use of sandpaper, burners, scrapers, sanding machines, dusters, power washer and paint removers; mixes paint and allied products; applies undercoats and finish coat to furnishings, equipment, and faces by means of brush, roller or spray equipment; erects and removes portable mechanical scaffolding; cleans brushes, containers, spray guns, and other equipment; performs glazing, paperhanging, stencil lettering and repairing of plaster, cement and marble; estimates materials and time needed to complete jobs. Performs preparatory work for painting and perfataping, and interior wall and ceiling washing.

Machinist/Millwright: Performs general building, machinery, and small engine repair along with tooling and fabrication of parts used in all types of mechanical systems. Maintains all equipment used in a major machine shop for custom repair or fabrication such as lathes, drill presses, milling machines, etc.

Plumber: Installs and maintains water distribution systems, sewage distribution systems, natural gas, compressed air systems, and steam distribution systems. Installs, and maintains, boilers, water tanks and hot water heaters. Installs, repairs, rebuild and replaces pumps. Installs and maintains heating and ventilation systems to include compressors, sheet metal ducts and thermostats. Upon retirement of current boilermaker will assume welding and burning duties and assignments.

Electrician: Installs and maintains all low voltage and high voltage systems such as underground and overhead feeders, transfers. Maintains and troubleshoots switchgear. Sets power poles, replaces blown fuses, installs, troubleshoots and repairs electric motors

The repair or maintenance of all television and sound equipment shall be covered by this agreement except that which is contracted out.

Section 6. Nothing in this Agreement may be construed as prohibiting or restricting the use of inmate labor, as provided in 53-30-151, M.C.A., to keep quarters clean and orderly or perform general maintenance and repair work or services.

ARTICLE 15
EFFECTIVE DATE - TERM OF AGREEMENT

This Agreement shall be effective the first day of July 2007, and shall remain in full force and effect through the 30th day of June, 2009, and shall remain in effect for each biennium thereafter except that either party shall notify the other in writing at least 90 days prior to the expiration date of a desire to renegotiate this Agreement. If the Union gives such notice, it shall notify the Chief of the State Office of Labor Relations and the Department of Corrections, in writing. If such notice to renegotiate is given, negotiations shall begin not later than thirty days prior to the expiration date.

The Union shall have the right to take concerted action after December 31, 2008, on wages and fringe benefits concerning the 2010-2011 biennium.

Upon request by either party to this Agreement, the Employer and the Union agree to enter into pre-budget negotiations in sufficient time to permit adequate negotiations on economic issues.

Dated this 17th day of July, 2007.

FOR: THE STATE OF MONTANA

Mike Ferriter, Director
Department of Corrections

Mike Mahoney, Warden
Montana State Prison

Paula Stoll, Chief
State Office of Labor Relations

FOR: THE MONTANA STATE PRISON CRAFT COUNCIL

John T. Forkan, Chairman
Montana State Prison Craft Council

Larry Mayo, Business Agent
Pacific Northwest Regional Council of Carpenters, Local # 112

Duane Mellinger, Business Manager
International Brotherhood of Electrical Workers, Local # 233

Paula Ross, Grand Lodge Representative
International Association of Machinists District Lodge 86

John T. Forkan, Business Manager
United Association of Plumbers and Pipefitters, Local 41

BILL ROWE ~~Michael O'Donnell, Business~~ Representative
Teamsters Union, Local 2

Hourly Base Wage Rates

	Grade	July 2007	Grade with Training Component	July 2007
SERVICE TRUCK DRIVER	B7	16.194	B8	16.625
REFER OVER THE ROAD FORKLIFT	B8	16.625	B9	17.056
PAINTER	B9	17.056	B10	17.486
CARPENTER	B10	17.486	B11	17.917
MACHINIST/MILLWRIGHT ELECTRICIAN	B11	17.917	B12	18.347
PLUMBER	B12	18.347	B13	18.778

	Grade	October 2007	Grade with Training Component	October 2007
SERVICE TRUCK DRIVER	B7	16.777	B8	17.224
REFER OVER THE ROAD FORKLIFT	B8	17.224	B9	17.670
PAINTER	B9	17.670	B10	18.115
CARPENTER	B10	18.115	B11	18.562
MACHINIST/MILLWRIGHT ELECTRICIAN	B11	18.562	B12	19.007
PLUMBER	B12	19.007	B13	19.454

	Grade	October 2008	Grade with Training Component	October 2008
SERVICE TRUCK DRIVER	B7	17.381	B8	17.844
REFER OVER THE ROAD FORKLIFT	B8	17.844	B9	18.306
PAINTER	B9	18.306	B10	18.768
CARPENTER	B10	18.768	B11	19.230
MACHINIST/MILLWRIGHT ELECTRICIAN	B11	19.230	B12	19.692
PLUMBER	B12	19.692	B13	20.154

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UA LETTER OF AGREEMENT
TO CONTRACT EFFECTIVE JULY 1, 2007 THROUGH JUNE 30, 2009
by and between
THE STATE OF MONTANA
DEPARTMENT OF CORRECTION
and
UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTERS INDUSTRY OF MONTANA LOCAL #41

This Letter of Agreement ("Agreement") entered into the nineteenth day of April 2007, by and between the State of Montana, Department of Corrections, hereinafter referred to as "Employer", and United Association of Journeymen And Apprentices of the Plumbing and Pipefitters Industry of Montana Local #41, hereinafter referred to as "Union", shall be considered as an addendum to and by reference herein, incorporated as part of the Labor Agreement executed by Employer and Union, entitled "Montana State Prison Craft Council".

A. Effective the first full pay period following execution of the letter of agreement, for as long as this Agreement remains unamended and unterminated, the Employer shall forward to the Plumbers and Pipefitters National Pension Fund Employer contributions in the amount of $.50 (fifty cents) for the period July 2005 through June 30, 2005 per compensable hour of employment for each Laborer Bargaining Unit employee.

B. Contributions forwarded to the Plumbers and Pipefitters National Pension Fund as set forth in this Agreement, are so forwarded in recognition that the State of Montana and the members of the affiliated Union agree:

   1. The Plumbers and Pipefitters National Pension Fund asserts that it is a non-contributory plan that will not accept employee contributions.

   2. The statutory law of Montana permits the Employer to make contributions for members of a bargaining unit pursuant to a collective bargaining agreement involving a multiemployer pension plan qualified by the Internal Revenue Service. These Employer contributions are not considered as wages for purposes of computing the Employer or employee contributions to the mandatory Public Employees Retirement System, or for computing gross income for Federal and State Income Tax purposes as long as making such computations in this manner remains lawful.
   3. The State of Montana is a public employer.

   4. The bargaining unit employees have ratified the Prior Agreements, and therefore, as a condition of initial and continued employment, all affected employees must execute any forms required by the Employer in order to participate in the plan.

Failure or refusal of the employee to execute any required forms shall be cause for immediate discharge. The Union agrees to indemnify, defend, and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under this provision. Any employee forms that were prepared pursuant to the Prior Agreement and that are not appropriate under the Agreement shall be considered rescinded.

5. Nothing contained in this or any other agreement or document precludes or prejudices the rights of the Employer from asserting that it has no liabilities under the provisions the Employee Retirement Income Security Act (ERISA) or other applicable laws, rules or regulations, in the event of a partial or complete withdrawal or termination of the Plumbers and Pipefitters National Pension Fund or for the insolvency of such fund, including any such assertions that may be made under Section 414(h) of the I.R.S. Code as have been made in the past.

6. The Employer shall forward contributions for collection periods consisting of each two consecutive payroll periods (four calendar weeks) of the Employer. The total amount due for each collection period shall be remitted in lump sum by the 20th day of the month following the end of each collection period. It is understood and agreed that the calendar year for the collections shall begin with the first day of the first full payroll period of January each year.

D. In compliance with state or federal laws and regulations, the Employer agrees to sign a pension participation agreement and other forms or documents (as furnished by the Union) that may be necessary to effectuate and continue in existence the pension plan, to abide by such rules as may be established by the trustees of said trust fund to facilitate the determination of the hours for which contributions are due, the prompt and orderly collection of such accounts, and the accurate reporting and recording of such amounts paid on account of such employee of the bargaining unit.

E. This Agreement is premised on the assumption that it is in compliance with Montana State Statutes and applicable federal pension laws as interpreted by the state or federal courts and the Pension Benefit Guaranty Corporation. If competent legal authority determines that this Amended Agreement is not consonant with such laws, the parties shall attempt to meet to discuss any problems resulting from terminating this Agreement prior to any such termination by the State.

DATED This 17th day of July 2007.

FOR THE EMPLOYER:

Paula Stoll

Paula Stoll, Chief
State Office of Labor Relations

Mike Ferriter

Mike Ferriter, Director
Department of Corrections

FOR THE UNION:

John T. Forkan Jr.

John Forkan, Business Manager
Plumbers and Fitters Local 41

IBT LETTER OF AGREEMENT
TO CONTRACT EFFECTIVE JULY 1, 2007 THROUGH JUNE 30, 2009
by and between
THE STATE OF MONTANA
and
INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL NO. 2
DEPARTMENT OF CORRECTIONS

This Letter of Agreement ("Agreement") entered into the Nineteenth day of April 2007, by and between the State of Montana, Department of Corrections, hereinafter referred to as "Employer", and International Brotherhood Of Teamsters, Chauffeurs, Warehousemen And Helpers Of America, Local No. 2, hereinafter referred to as "Union", shall be considered as an addendum to and by reference herein, incorporated as part of the Labor Agreement executed by Employer and Union, entitled "Montana State Prison Craft Council".

A. Effective the first full pay period following execution of the letter of agreement, for as long as this Agreement remains unamended and unterminated, the Employer shall forward to the Western Conference of Teamsters Pension Fund Employer contributions in the amount of $1.00 (one dollar) for the period July 2005 through June 30, 2007 per compensable hour of employment for each Teamsters Bargaining Unit employee which shall include six cents ($0.06) per hour to provide for the Program for Enhanced Early Retirement (PEER "84"). The contributions required to provide for the Program for Enhanced Early Retirement (PEER 84) will not be taken into consideration for benefit accrual purposes under the Plan. The additional contributions for the Program for Enhanced Early Retirement (PEER 84) must at all time be 6.5% of the basic contribution [currently ninety-four cents ($0.94) per hour].

B. Contributions forwarded to the Western Conference of Teamsters Pension Fund as set forth in this Agreement, are so forwarded in recognition that the State of Montana and the members of the affiliated Union agree:

1. The Western Conference of Teamsters Pension Fund asserts that it is a non-contributory plan that will not accept employee contributions.

2. The statutory law of Montana permits the Employer to make contributions for members of a bargaining unit pursuant to a collective bargaining agreement involving a multiemployer pension plan qualified by the Internal Revenue Service. These Employer contributions are not considered as wages for purposes of computing the Employer or employee contributions to the mandatory Public Employees Retirement System, or for computing gross income for Federal and State Income Tax purposes as long as making such computations in this manner remains lawful.

3. The State of Montana is a public employer.

3. The State of Montana is a public employer.

4. The bargaining unit employees have ratified the Prior Agreements, and therefore, as a condition of initial and continued employment, all affected employees must execute any forms required by the Employer in order to participate in the plan. Failure or refusal of the employee to execute any required forms shall be cause for immediate discharge. The Union agrees to indemnify, defend, and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under this provision. Any employee forms that were prepared pursuant to the Prior Agreement and that are not appropriate under the Agreement shall be considered rescinded.

5. Nothing contained in this or any other agreement or document precludes or prejudices the rights of the Employer from asserting that it has no liabilities under the provisions the Employee Retirement Income Security Act (ERISA) or other applicable laws, rules or regulations, in the event of a partial or complete withdrawal or termination of the Western Conference of Teamsters Pension Fund or for the insolvency of such fund, including any such assertions that may be made under Section 414(h) of the I.R.S. Code as have been made in the past.

C. The Employer shall forward contributions for collection periods consisting of each two consecutive payroll periods (four calendar weeks) of the Employer. The total amount due for each collection period shall be remitted in lump sum by the 20th day of the month following the end of each collection period. It is understood and agreed that the calendar year for the collections shall begin with the first day of the first full payroll period of January each year.

D. In compliance with state or federal laws and regulations, the Employer agrees to sign a pension participation agreement and other forms or documents (as furnished by the Union) that may be necessary to effectuate and continue in existence the pension plan, to abide by such rules as may be established by the trustees of said trust fund to facilitate the determination of the hours for which contributions are due, the prompt and orderly collection of such accounts, and the accurate reporting and recording of such amounts paid on account of such employee of the bargaining unit.

E. This Agreement is premised on the assumption that it is in compliance with Montana State Statutes and applicable federal pension laws as interpreted by the state or federal courts and the Pension Benefit Guaranty Corporation. If competent legal authority determines that this Amended Agreement is not consonant with such laws, the parties shall attempt to meet to discuss any problems resulting from terminating this Agreement prior to any such termination by the State.

DATED This 17th day of July 2007.

FOR THE EMPLOYER:

Paula Stoll

Paula Stoll, Chief
State Office of Labor Relations

Mike Ferriter

Mike Ferriter, Director
Department of Corrections

FOR THE UNION:

Bill Rowe Business Rep.

BILL ROWE Mark Brandt, Seretary-Treasurer
Teamsters Union, Local No. 2

IAM LETTER OF AGREEMENT
TO CONTRACT EFFECTIVE JULY 1, 2007 THROUGH JUNE 30, 2009
by and between
THE STATE OF MONTANA DEPARTMENT OF CORRECTIONS
and
INTERNATIONAL ASSOCIATION OF MACHINISTS, DISTRICT LODGE #86

This Letter of Agreement ("Agreement") entered into this nineteenth day of April 2007 amends and restates the Letter Agreement ("the Prior Agreement"), entered into the nineteenth day of July 2005, by and between the State of Montana, Department of Corrections, hereinafter referred to as "Employer", and International Association Of Machinists, District Lodge #86, hereinafter referred to as "Union", shall be considered as an addendum to and by reference herein, incorporated as part of the Labor Agreement executed by Employer and Union, entitled "Montana State Prison Craft Council".

A. Effective the first full pay period following execution of the letter of agreement, for as long as this Agreement remains unamended and unterminated, the Employer shall forward to the IAM National Pension Fund Employer contributions in the amount of $.50 for the period July 2005 through June 30, 2007 per compensable hour of employment for each Machinist Bargaining Unit employee.

B. Contributions forwarded to the IAM National Pension Fund as set forth in this Amended Agreement, are so forwarded in recognition that the State of Montana and the members of the affiliated Union agree:

1. The IAM National Pension Fund asserts that it is a non-contributory plan that will not accept employee contributions.

2. The statutory law of Montana permits the Employer to make contributions for members of a bargaining unit pursuant to a collective bargaining agreement involving a multiemployer pension plan qualified by the Internal Revenue Service. These Employer contributions are not considered as wages for purposes of computing the Employer or employee contributions to the mandatory Public Employees Retirement System, or for computing gross income for Federal and State Income Tax purposes as long as making such computations in this manner remains lawful.

3. The State of Montana is a public employer.

4. The bargaining unit employees have ratified the Prior Agreements, and therefore, as a condition of initial and continued employment, all affected employees must execute any forms required by the Employer in order to participate in the plan. Failure or refusal of the employee to execute any required forms shall be cause for immediate

discharge. The Union agrees to indemnify, defend, and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under this provision. Any employee forms that were prepared pursuant to the Prior Agreement and that are not appropriate under the Agreement shall be considered rescinded.

5. Nothing contained in this or any other agreement or document precludes or prejudices the rights of the Employer from asserting that it has no liabilities under the provisions the Employee Retirement Income Security Act (ERISA) or other applicable laws, rules or regulations, in the event of a partial or complete withdrawal or termination of the IAM National Pension Fund or for the insolvency of such fund, including any such assertions that may be made under Section 414(h) of the I.R.S. Code as have been made in the past.

C. The Employer shall forward contributions for collection periods consisting of each two consecutive payroll periods (four calendar weeks) of the Employer. The total amount due for each collection period shall be remitted in lump sum by the 20th day of the month following the end of each collection period. It is understood and agreed that the calendar year for the collections shall begin with the first day of the first full payroll period of January each year.

D. In compliance with state or federal laws and regulations, the Employer agrees to sign a pension participation agreement and other forms or documents (as furnished by the Union) that may be necessary to effectuate and continue in existence the pension plan, to abide by such rules as may be established by the trustees of said trust fund to facilitate the determination of the hours for which contributions are due, the prompt and orderly collection of such accounts, and the accurate reporting and recording of such amounts paid on account of such employee of the bargaining unit.

E. This Agreement is premised on the assumption that it is in compliance with Montana State Statutes and applicable federal pension laws as interpreted by the state or federal courts and the Pension Benefit Guaranty Corporation. If competent legal authority determines that this Amended Agreement is not consonant with such laws, the parties shall attempt to meet to discuss any problems resulting from terminating this Agreement prior to any such termination by the State.

DATED This 17th day of July 2007.

FOR THE EMPLOYER:

Paula Stoll, Chief
State Office of Labor Relations

Mike Ferriter, Director
Department of Corrections

FOR THE UNION:

Paula Ross, GLR
International Association of
Machinists District Lodge #86

UBC LETTER OF AGREEMENT
TO CONTRACT EFFECTIVE JULY 1, 2007 THROUGH JUNE 30, 2009
by and between
THE STATE OF MONTANA
DEPARTMENT OF CORRECTION
and
PACIFIC NORTHWEST REGIONAL COUNCIL OF CARPENTERS

A. For the term of this agreement, the Employer shall forward to the Washington - Idaho - Montana Carpenters Employers Retirement Trust Fund an amount in lieu of wages for each compensated hour, for each Employee covered by this Agreement, who elects to participate in this retirement plan. This amount shall be equal to the amount designated by the employee for the period starting July 1, 2007. In recognition of the fact that: 1) The Washington - Idaho - Montana Carpenters - Employers Trust Fund asserts that it is a non-contributing plan not accepting employee contributions; and 2) The statutory law of Montana requires all pension plan contributions other than those to the Montana Public Employees Retirement System to be employee contributions made in lieu of wages; and 3) The State of Montana is a public employer; and 4) Section 414(h) of the U.S. Internal Revenue Code seems to allow such employee contributions to be deemed employer contributions when forwarded by a public employer. Therefore, the parties agree that the Washington - Idaho - Montana Carpenters - Employers Retirement Trust Fund may, if it wishes, designate any contributions forwarded by the State of Montana to be employer contributions for the purpose of I.R.S. Code Section 414(h), insofar as the plan assumes full and complete responsibility for the legal propriety of such designation.

B. The total amount due for each calendar month shall be remitted in lump sum by the 15th day of the following month.

C. In compliance with state and federal laws and regulations, the Employer agrees to sign forms and documents furnished by the Union that may be necessary to effectuate and continue in existence the pension plan, to abide by such rules as may be established by the trustees of said trust fund to facilitate the determination of hours for which contributions are due, the prompt and orderly collection of such accounts, and the accurate reporting and recording of such amounts paid on account of such employee of the bargaining unit.

D. This agreement, which expires June 30, 2009, is premised on the assumption that it is in compliance with Montana state statues and applicable federal pension laws as interpreted by the state and federal courts and the Pension Benefit Guaranty Corporation. If competent legal authority determines that this agreement is not constant with such laws the parties shall attempt to meet to discuss any problems resulting from terminating this agreement prior to any such termination by the State.

This Letter of Agreement expires June 30, 2009, or upon the effective date of any legislative changes to Section 19-3-403 MCA, or to a related law, whichever comes first.

Dated this 17th day of July, 2006.

FOR THE EMPLOYER:

Paula Stoll, Chief
State Office of Labor Relations

Mike Ferriter, Director
Department of Corrections

FOR THE UNION:

Larry Mayo, Representative
Pacific Northwest Regional Council
Of Carpenters