

ITEM 152-124-R0911
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Memo

To: Board of Regents
From: Kevin McRae, Associate Commissioner
Date: August 26, 2011
Re: **Item 152-124-R0911**

I recommend approval of the FY 2012-13 labor agreement between the Montana University System and the Helena Teachers' Union.

The agreement covers approximately 33 employees in Helena.

The agreement includes across-the-board base salary increases in October 2011 of one percent plus \$500 per year and in October 2012 of two percent plus \$500 per year.

The major revisions to the new labor agreement are:

- Normal salary increases as described above (1% + \$500 on 10-1-11; and 2% + \$500 on 10-1-12).
- New language on the role of the faculty senate, similar faculty senate language contained in other collective bargaining agreements approved by the BOR.
- Clarification of timelines and criteria for tenure and promotion.
- Merit program similar to merit programs on other campuses as approved by the BOR, with \$4,000 per year set aside for non-base faculty merit awards of not less than \$500 and not greater than \$2,000.

The agreement also includes a number of other housekeeping items that have no fiscal impact.