

**ITEM 152-126-R0911**  
**ATTACHMENT PAGE 1**

**Memo**

To: Board of Regents  
From: Kevin McRae, Associate Commissioner  
Date: August 26, 2011  
Re: **Item 152-126-R0911**

I recommend approval of the FY 2012-13 labor agreement between the Montana University System and the Montana State University Billings Faculty Association.

The agreement covers approximately 121 employees in Billings.

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).
- Adjust the stipends for faculty who take on department chair duties and responsibilities to bring the amounts closer to levels at other MUS four-year regional comprehensive institutions as approved by the BOR.
- The administration will commit \$15,000 per year (for two years) to address merit, salary inversion, and/or salary compression issues.

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