

Memo

To: Board of Regents
From: Kevin McRae, Deputy Commissioner for Communications & Human Resources
Date: November 2, 2015
Re: **Item 169-108-R1115**

I recommend approval of the FY 2016-17 labor agreement between the Montana University System and the Montana State University Billings Faculty Association covering certain faculty at Montana State University Billings.

The material economic component of this new labor agreement is a salary increase of 2% (or the alternative of \$780 over an academic year contract, whichever amount is greater) effective the first day of the pay period that includes January 15 in calendar years 2016 and 2017. The agreement also includes a pool of resources for additional merit-based salary adjustments and a pool of resources to continue addressing salary inversion and compression.

The strong work by the bargaining representatives for labor and management in arriving at this mutually agreeable outcome settles the bargaining subject of compensation for the duration of the agreement that expires June 30, 2017.

The parties had opportunity to negotiate all mandatory subjects of bargaining. Ratification and approval of this agreement establishes a binding contract between the parties until renegotiation begins in 2017 for a FY 2018-19 agreement.