

Memo

To: Board of Regents
From: Kevin McRae, Deputy Commissioner for Human Resources
Date: May 11, 2018
Re: **ITEM 179-103-R0518**

I recommend approval of the FY 2018-19 labor agreement between the Montana University System and the 11 labor organizations identified below.

These labor agreements include base salary or base wage increases equivalent to 2% effective the first day of the pay period that includes February 1, 2019.

These agreements also continue previous arrangements, depending on the bargaining unit, for staff eligibility for MUS Staff Compensation Plan pay components, merit pay, faculty market and retention consideration, inversion or compression mitigation pay and longevity components.

I recommend approval of the 11 labor agreements in the bargaining units below:

1. American Federation of State, County and Municipal Employees, covering most staff at Montana State University Northern.
2. Teamsters Union Local No. 2, covering certain staff at Montana State University.
3. International Union of Operating Engineers, covering certain staff in the mechanics shop at Montana State University.
4. University Faculty Association, covering most tenured, probationary and non-tenure-track faculty at the University of Montana.
5. Missoula College Faculty Association, covering most tenured, probationary and non-tenure-track faculty at Missoula College University of Montana.
6. Montana Tech Faculty Association, covering certain faculty at Montana Tech.
7. Montana Two-Year College Faculty Association, covering most faculty at City College, Gallatin College, Highlands College and Great Falls College.
8. Helena Teachers' Union, covering faculty at Helena College University of Montana.
9. MSUB Faculty Association, covering most tenured, probationary and non-tenure-track faculty at Montana State University Billings.
10. Associated Faculty of Montana State University, covering half-time-or-grater non-tenure-track faculty at Montana State University.
11. Montana Federation of Public Employees, covering most staff at the University of Montana, Montana Tech, University of Montana Western, Helena College University of Montana, Montana State University, Montana State University Northern and Great Falls College Montana State University.