

Memo

To: Board of Regents
From: Kevin McRae, Deputy Commissioner for Human Resources
Date: August 23, 2019
Re: ITEM 184-106-R0919

I recommend approval of the following labor agreements between the Montana University System and the labor organizations noted below.

Fiscal Years 2018-19:

- The **Pacific Northwest Regional Council of Carpenters**, representing employees at campuses in Missoula, Butte, Bozeman and Billings.
- The **University of Montana Western Faculty Association**, representing UMW faculty.

These labor agreements include base wage or salary increases of 2% effective retroactively to the first day of the pay period that included February 1, 2019. The tentative agreements reached between the authorized collective bargaining teams have been ratified in votes of the union membership.

Fiscal Years 2020-21:

- The **University Faculty Association**, representing faculty at the University of Montana.

This labor agreement includes a base salary increase of 2%, or \$780, whichever amount is greater, effective the first day of the pay period that includes January 1, 2020; to be followed by a base salary increase of 2%, or \$780, whichever amount is greater, effective the first day of the pay period that includes January 1, 2021. The tentative agreement reached between the authorized collective bargaining teams has been ratified in a vote of the union membership.