

Memo

To: Board of Regents
From: Kevin McRae, Deputy Commissioner for Human Resources
Date: January 6, 2020
Re: ITEM 186-102-C0120

I recommend approval of the following labor agreements between the Montana University System and the labor organizations noted below. The duration of each agreement is for Fiscal Years 2020 and 2021, expiring on June 30, 2021. The recommended labor agreements are for:

1. **The collective bargaining unit of classified staff members at Montana State University Northern.** The staff members are represented by the American Federation of State, County and Municipal Employees. The agreement includes a wage settlement as follows. Effective in January 2020, members of the collective bargaining unit will receive a base wage increase of 50 cents per hour or 2%, whichever amount is greater. In the second year of the agreement, effective in January 2021, members of the collective bargaining unit will receive a base wage increase of 50 cents per hour or 2%, whichever amount is greater.
2. **The collective bargaining unit of Montana State University classified staff members at the livestock and range lab in Miles City.** The staff members are represented by the American Federation of State, County and Municipal Employees. The agreement includes a wage settlement as follows. Effective in January 2020, members of the collective bargaining unit will receive a base wage increase of 50 cents per hour or 2%, whichever amount is greater. In the second year of the agreement, effective in January 2021, members of the collective bargaining unit will receive a base wage increase of 50 cents per hour or 2%, whichever amount is greater.
3. **The collective bargaining unit of faculty at Montana State University Northern.** The labor organization is the MSUN Federation of Teachers represented by the Montana Federation of Public Employees. The agreement includes a salary settlement as follows. Effective in January 2020, members of the collective bargaining unit will receive a base salary increase equivalent to \$780 or 2%, whichever amount is greater. In the second year of the agreement, effective in January 2021, members of the collective bargaining unit will receive a base salary increase equivalent to \$780 or 2%, whichever amount is greater. The bargaining agreement also includes updates to non-economic language provisions of the contract.
4. **The collective bargaining unit of faculty at Highlands College, Great Falls College, Gallatin College and City College.** The labor organization is the Montana Two-Year Faculty Association represented by the Montana Federation of Public Employees. The agreement includes a salary settlement as follows. Effective in January 2020, members of the collective bargaining unit will receive a base salary increase

of 2%. In the second year of the agreement, effective in January 2021, members of the collective bargaining unit will receive a base salary increase of 2%. The bargaining agreement also includes updates to non-economic language provisions of the contract.

5. **The collective bargaining unit of faculty at Montana Technological University.** The labor organization is the Montana Tech Faculty Association represented by the Montana Federation of Public Employees. The agreement includes a salary settlement as follows. Effective in January 2020, members of the collective bargaining unit will receive a base salary increase of \$780 or 2%, whichever amount is greater. In the second year of the agreement, effective in January 2021, members of the collective bargaining unit will receive a base salary increase of \$780 or 2%, whichever amount is greater. The bargaining agreement also includes updates to non-economic language provisions of the contract.