

**Memo**

To: Board of Regents  
From: Kevin McRae, Deputy Commissioner for Human Resources  
Date: February 18, 2020  
Re: ITEM 187-104-R0320

I recommend approval of the following labor agreements between the Montana University System and the labor organizations noted below. The recommended labor agreements are for:

1. **The collective bargaining unit of electrical workers at the University of Montana, Montana State University, and Montana State University Billings.** The staff members are represented by the International Brotherhood of Electrical Workers. 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 two-year college maintenance and custodial staff at Missoula, City, Helena and Great Falls Colleges.** The staff members are represented by the International Union of Operating Engineers. 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 certain custodial and food service staff at Montana State University.** The labor organization is the Teamsters Local No. 2. 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.
4. **The collective bargaining unit of plumbers at the University of Montana, Montana State University, and Montana State University Billings.** The labor organization is the United Association of Plumbers and Pipefitters. 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.

5. **The collective bargaining unit of faculty at Helena College.** The labor organization is the Helena Teachers' Union 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 continuation of supplemental faculty salary components for merit and updates to non-economic language provisions of the contract.
6. **The collective bargaining unit of non-tenure-track faculty at Montana State University.** The labor organization is the Associated Faculty of Montana State University 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 additional specialized compensation that is unique to this bargaining unit but is consistent with supplemental salary pools for other faculty units.
7. **The collective bargaining unit of faculty at Montana State University Billings.** The labor organization is the MSU Billings 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 continuation of supplemental salary pools for market and updates to non-economic language provisions of the contract.
8. **The collective bargaining unit of faculty at Missoula College.** The labor organization is the Missoula College 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 continuation of supplemental salary pools for merit and updates to non-economic language provisions of the contract.
9. **The collective bargaining unit of graduate teaching assistants and graduate research assistants at Montana State University.** The Graduate Employee Organization is represented by the Montana Federation of Public Employees. The agreement includes increases in stipends for the teaching and research assistants and updates to non-economic language provisions of the contract. The general stipend increases will be 2% in Fiscal Year 2020, 1% in Fiscal Year 2021 and 1% in Fiscal Year 2022.