

**Memo**

To: Board of Regents  
From: Kevin McRae, Deputy Commissioner for Human Resources  
Date: October 20, 2021  
Re: **ITEM 197-101-R1121**

I recommend approval of the following labor agreements between the Montana University System and the three labor organizations noted below. A description of each agreement appears below. The recommended agreements cover the:

- **Montana Two-Year College Faculty Association.** The faculty members are represented by Montana Federation of Public Employees. This bargaining agreement covers certain faculty at City, Great Falls, Gallatin, and Highlands Colleges. The non-economic (i.e., non-salary) provisions of the FY 2020-2021 labor contract are extended through FY 2022-2023. This agreement includes a salary settlement as follows. Effective in November 2022, members of the collective bargaining unit will receive a base salary increase equivalent to \$858 per year or 2%, whichever amount is greater.
- **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 duration of the agreement is for Fiscal Years 2022 and 2023, expiring on June 30, 2023. The agreement includes a wage settlement as follows. Effective in November 2022, members of the collective bargaining unit will receive a base wage increase of 55 cents per hour or 2%, whichever amount is greater.
- **The collective bargaining unit of mechanical employees at the University of Montana.** The staff members are represented by Teamsters Local 2. The duration of the agreement is for Fiscal Years 2022 and 2023, expiring on June 30, 2023. The agreement includes a wage settlement as follows. Effective in November 2022, members of the collective bargaining unit will receive a base wage increase of 55 cents per hour or 2%, whichever amount is greater.