

Memo

To: Board of Regents
From: Kevin McRae, Deputy Commissioner for Human Resources
Date: August 31, 2021
Re: **ITEM 196-100-R0921**

I recommend approval of the following labor agreements between the Montana University System and the 10 labor organizations noted below. A description of each agreement appears below. The recommended agreements cover the:

- **Federation of Classified Union Staff.** This bargaining agreement covers certain classified staff on campuses in Missoula, Butte, Dillon, Helena, Great Falls, Bozeman, and Billings. The non-economic (i.e., non-wage) provisions of the FY 2020-2021 labor contract are extended through FY 2022-2023. This 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.
- **University Faculty Association.** This bargaining agreement covers certain faculty at the University of Montana in Missoula. The non-economic (i.e., non-salary) provisions of the FY 2018-2021 labor contract are extended through FY 2022-2025. 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 parties also have a tentative agreement on an academic affairs policy pertaining to non-tenure-track faculty positions.
- **Missoula College Faculty Association.** This bargaining agreement covers certain faculty at Missoula College. The non-economic (i.e., non-salary) provisions of the FY 2018-2021 labor contract are extended through FY 2022-2025. 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 parties also have a tentative agreement on an academic affairs policy pertaining to non-tenure-track faculty positions.
- **Montana Tech Faculty Association.** This bargaining agreement covers certain faculty at Montana Technological University in Butte. 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.

- **University of Montana Western Faculty Association.** This bargaining agreement covers certain faculty at the University of Montana Western in Dillon. 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.
- **Helena College Teachers' Union.** This bargaining agreement covers certain faculty at Helena College. 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.
- **Montana State University Northern Federation of Teachers.** This bargaining agreement covers certain faculty at Montana State University Northern in Havre. 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.
- **Montana State University Billings Faculty Association.** This bargaining agreement covers certain faculty at Montana State University Billings. 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.
- **Associated Faculty of Montana State University.** This bargaining agreement covers certain non-tenure-track faculty at Montana State University in Bozeman. 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.
- **American Federation of State, County, and Municipal Employees** for Montana State University classified staff members at the Miles City livestock and range lab. The duration of the agreement is for Fiscal Years 2022 and 2023, expiring on June 30, 2021. 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%, which amount is greater.