

**Memo**

To: Board of Regents  
From: Kevin McRae, Deputy Commissioner for Human Resources  
Date: June 22, 2022  
Re: **ITEM 201-102-R0722**

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

- **United Association of Plumbers and Pipefitters, Locals #30, #41, and #459.** This bargaining agreement covers approximately 22 employees on campuses in Missoula, Bozeman, and Billings. This union-ratified agreement provides stronger incentives for call-out availability, updated longevity/wage language in accordance with state law, and a wage settlement as follows. Effective the first day of the first full pay period that includes the date of November 15, 2022, members of the collective bargaining unit will receive a base wage increase of 55 cents per hour or 2%, whichever amount is greater.
- **Laborers' International Union of North America, Local #1686.** This bargaining agreement covers approximately 140 employees on campuses in Missoula, Bozeman, and Billings. Effective the first day of the first full pay period that includes the date of November 15, 2022, members of the collective bargaining unit will receive a base wage increase of 55 cents per hour or 2%, whichever amount is greater.