

**Memo**

To: Board of Regents  
From: Kevin McRae, Deputy Commissioner for Communications & Human Resources  
Date: September 8, 2015  
Re: **Item 168-111-R0915**

I recommend approval of the FY 2016-17 labor agreement between the Montana University System and the International Brotherhood of Electrical Workers covering certain employees at campuses in the MUS.

The material economic component of this new labor agreement is an hourly wage increase of 50 cents effective on January 15 in calendar years 2016 and 2017.

The strong work by the bargaining representatives for labor and management in arriving at this mutually agreeable outcome settles the bargaining subject of compensation for the duration of the agreement that expires June 30, 2017.

The parties had opportunity to negotiate all mandatory subjects of bargaining. Ratification and approval of this agreement establishes a binding contract between the parties until renegotiation begins in 2017 for a FY 2018-19 agreement.