

Memo

To: Board of Regents
From: Kevin McRae, Deputy Commissioner for Human Resources
Date: August 24, 2023
Re: **ITEM 208-101-R0923**

I recommend approval of labor agreements between the Montana University System and the 15 labor organizations noted below. These tentative agreements have been ratified by employees in the collective bargaining units and are now subject to BOR approval. The new agreements are for a standard two-year term that began July 1, 2023, and runs through June 30, 2025 (corresponding to the state of Montana budget biennium). The primary component in each agreement is the implementation of the Fiscal Year 2024-25 pay plan as follows:

- (1) **The University Faculty Association, covering nearly 500 faculty members at the University of Montana.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency. Effective on the first day of the first complete pay period that includes July 1, 2024, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency.
- (2) **The Missoula College Faculty Association, covering nearly 50 faculty members at Missoula College.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency. Effective on the first day of the first complete pay period that includes July 1, 2024, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency.
- (3) **The United Association of Plumbers and Pipefitters, covering approximately 22 plumbers at MUS campuses in Missoula, Bozeman, and Billings.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater.
- (4) **The Southwest Mountain States Regional Council of Carpenters, covering approximately 26 carpenters at MUS campuses in Missoula, Bozeman, Butte, and Billings.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater.

- (5) **The Laborers International Union of North America Local #1686, covering approximately 142 employees at MUS campuses in Missoula, Bozeman, and Billings.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater.
- (6) **The International Brotherhood of Electrical Workers, covering approximately 17 electricians at MUS campuses in Missoula, Bozeman, and Billings.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater.
- (7) **The Montana Maintenance Painters Union, covering approximately 15 painters at MUS campuses in Missoula, Bozeman, Butte, and Billings.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater.
- (8) **The International Union of Operating Engineers, covering approximately 30 employees at MUS campuses in Missoula, Bozeman, Butte, and Dillon.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater.
- (9) **The University of Montana Western Faculty Association, covering approximately 56 faculty members at UM Western.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency. Effective on the first day of the first complete pay period that includes July 1, 2024, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency.
- (10) **The Montana Tech Faculty Association, covering approximately 60 faculty members at Montana Technological University.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency. Effective on the first day of the first complete pay period that includes July 1, 2024, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency.

- (11) **The Montana Two-Year Faculty Association, covering approximately 140 faculty members at MUS campuses in Bozeman, Butte, Billings, and Great Falls.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency. Effective on the first day of the first complete pay period that includes July 1, 2024, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency.
- (12) **The Helena Teachers' Union, covering approximately 26 faculty members at Helena College.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency. Effective on the first day of the first complete pay period that includes July 1, 2024, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency.
- (13) **The Montana State University Billings Faculty Association, covering approximately 100 faculty members in Billings.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency. Effective on the first day of the first complete pay period that includes July 1, 2024, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency.
- (14) **The Montana State University Northern Faculty Association, covering approximately 55 faculty members in Havre.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency. Effective on the first day of the first complete pay period that includes July 1, 2024, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency.
- (15) **The Graduate Assistant Organization at Montana State University, covering approximately 800 graduate teaching and graduate research assistants in Bozeman.** Effective at the start of fall semester 2023, the stipends for graduate assistants shall increase by an annualized amount of \$1.50 per hour or 4%, whichever amount is greater. Effective at the start of fall semester 2024, the stipends for graduate assistants shall increase by an annualized amount of \$1.50 per hour or 4%, whichever amount is greater.