

ITEM 136-107-R0707

TO: Montana Board of Regents

FROM: Kevin McRae, Director
Labor Relations and Human Resources

RE: Approval of Tentative Agreement between the Montana University System and Montana Nurses Association covering nurses at the Montana State University Student Health Service

DATE: July 11, 2007

Attached is a summary of the tentative agreement reached with the Montana Nurses Association covering nurses at the Student Health Service in Bozeman.

The agreement includes:

- Wage increases averaging no greater than 3.6% in October 2007 and October 2008.
- Annual increases of 6% in the employer's contribution toward health insurance.
- Term: The agreement expires June 30, 2009.

I recommend approval of the tentative agreement.

ITEM 136-107-R0707 Agreement

**Agreement between the Montana University System
and
Montana Nurses Association
covering nurses at the
Montana State University Student Health Service**

The parties agree to revise the labor agreement in the following manner:

Compensation:

Effective July 2007, the 10-year longevity increment shall increase from 1.5% of base salary to a new rate of 2% of base salary, consistent with the state employee compensation statute.

Effective October 1, 2007, members of the bargaining unit hired on or before September 30, 2007, shall receive a base wage increase of 3.0%. Members of the bargaining unit whose personnel files contain no corrective action shall receive an additional .6% increase in base wage on October 1, 2007.

Effective October 1, 2008, members of the bargaining unit hired on or before September 30, 2008, shall receive a base wage increase of 3.0%. Members of the bargaining unit whose personnel files contain no corrective action shall receive an additional .6% increase in base wage on October 1, 2008.

For insurance-eligible employees, an increase in the employer's premium contribution from the current rate of \$557 per month to a new rate of \$590 in July 2007; and from \$590 to \$626 in July 2008.

Term:

Revise the dates in the contract to reflect the new term ending June 30, 2009.

Other:

Members of the bargaining unit and management discussed the feasibility of bargaining unit members combining their educational/development funds for maximum benefit/use (with a goal of pursuing anything reasonably possible).