

## Memo

**To:** Board of Regents  
**From:** Kevin McRae  
Director of Labor Relations and Human Resources  
**Date:** October 26, 2007  
**Re:** Item 137-110-R1107

I recommend approval of the following labor agreement. The agreement covers classified employees at Montana State University - Northern.

---

### Agreement

- Each employee receives a 3.6% wage increase effective (retroactive to) October 1, 2007.
- Each employee receives a 3.6% wage increase effective October 1, 2008.
- The Employer's contribution toward each employee's monthly health insurance premium increased by 6% last month (from \$557 to \$590), and will increase another 6% next July (from \$590 to \$626).
- Employees who have at least 10 years of uninterrupted service received last month an additional 0.5% (half percent) increase in pay because of the Legislature's increase in the 10-year longevity increment (it increases from 1.5% of base wage to 2.0% of base wage).
- Recruitment/retention-related wage adjustments existing in current negotiated contract addendums shall be renewed for another two years.