

Memo

To: Board of Regents
From: Kevin McRae
Director of Labor Relations and Human Resources
Date: September 4, 2007
Re: Item 136-108-R0907

I recommend approval of the following labor agreement. The agreement covers approximately 1,600 classified staff on seven campuses.

Agreement

- Wages and Insurance

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 3.6%.

Effective October 1, 2008, members of the bargaining unit hired on or before September 30, 2008, shall receive a base wage increase of 3.6%.

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.

- Pre-budget Negotiations

Labor and management shall begin pre-budget bargaining over economics for the next biennium no later than February 1, 2008.

- Memorandum of Understanding

The parties shall enter into a memorandum of understanding agreeing to the following:

Labor and Management shall form a 16-member statewide labor-management committee consisting of: an MPEA chapter representative from

each campus that is a party to this agreement (7 members); an MPEA staff representative (1 member); a human resources representative from each campus (7 members), and; the university system director of labor relations (1 member).

The parties agree that an appropriate subject for the labor management committee shall be a review of the Montana University System Staff Compensation Plan pay rules, pay disparities and market data. The parties agree the labor-management committee will not negotiate the pay rules or pay ranges of the MUS Staff Compensation Plan because the labor management committee is not a substitute for collective bargaining sessions or the administrative functions expressed in the pay rules. The committee, however, may attempt to reach agreements on issues or concepts to be addressed in future collective bargaining sessions.