

ITEM 152-134-R0911
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Memo

To: Board of Regents
From: Kevin McRae, Associate Commissioner
Date: August 26, 2011
Re: **Item 152-134-R0911**

I recommend approval of the FY 2012-13 labor agreement between the Montana University System and the University of Montana – Missoula College of Technology Faculty Association.

The agreement covers approximately 59 employees in Missoula.

The agreement includes across-the-board base salary increases in October 2011 of one percent plus \$500 per year and in October 2012 of two percent plus \$500 per year.

The major revisions to the new labor agreement are:

- Normal salary increases as described above (1% + \$500 on 10-1-11; and 2% + \$500 on 10-1-12).
- Continuation of current merit program (current number of awards and current dollar value of awards).
- The parties agree in a memorandum of understanding to meet and confer in the year ahead on the subject of summer compensation with a focus on reaching some type of mutual agreement on the subject. Neither the union nor the administration could compel the other party to agree to a particular demand or to make a particular concession. The parties agree that summer compensation is a priority due to funding problems in the university system. Therefore, the parties will work cooperatively to develop a strategy for summer compensation and explore whether there are any mutually agreeable ideas for improvements to the status quo.

The agreement also includes a number of other housekeeping items that have no fiscal impact.